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ARE WE SHAPING THINGS TO COME ?—P 3

OFFICIAL JOURNAL OF THE NATIONAL ASSOCIATION OF LOCAL GOVERNMENT OFFICERS

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NALGO LOOKS TO 1944

A New Year Message from the President

HAPPY New Year to all members of NALGO, wherever you may be! ay 1944 bring us that victory and peace we ng for, and a speedy return to those now far om their homes.

That it will, I am confident. Writing on is page a year ago, Col. Stead, my predecessor President, remarked on the change then just coming apparent in the course of the war. Russia, our Allies had won the epic battle Stalingrad and the Germans were following apoleon's retreat across the frozen Steppes; North Africa, the American Fifth Army nd the British Eighth Army had begun the dvances which were to lead them to Tripoli, unisia, Sicily, Sardinia, and Italy; in the acific, the Japanese expansion had been opped. Everywhere, in Mr. Churchill's fine ords, "the bright gleam had caught the elmets of our soldiers."

Looking back from the distance of another ear, we can see now how the close of 1942 arked the real turning point of the war. For ie Allies, 1943 has been a year of great and xpanding successes, and now, at long last, ictory is not only sure, but in sight, and we can egin—though without any slackening of effort r diversion of essential energy from the calls f war—to plan for peace and reconstruction.

The Toll of Victory

These achievements have been won at a eavy price in life and happiness; how heavy an be gauged from the proportionate toll they ave taken among our own membership, fraconal as it is when compared with all the armies t war. Of the 40,000 or so NALGO nembers in the Forces, 773 have now given neir lives that we might live, 430 are missing, nd 481 are prisoners in enemy hands. To nem we pay respectful homage, and to the ives, families and sweethearts they have left n sorrow and loneliness we offer our heartfelt ympathy. More than 400 have won awards nd commendation, in the field or on the Home ront. They, too, we acclaim, conscious, as re they, that for every man honoured many nore, no less deserving, must go unsung. It s a valiant and heartening record that must ill us with pride that we may count such men nd women our comrades, with humility as we survey our own small part beside their reat one, and with determination to show ourselves worthy of their sacrifice and heroism.

In our own small world of NALGO, too, 943 has been a year of successes, promising till greater achievements in the years to come. Chief among them, as outstanding in its way as was the attainment of compulsory superannuation, is the reconstitution of the National Whitley Council. At long last, crowning wenty years of effort, we have secured, in principle at least, that national machinery for the negotiation and regulation of salaries and onditions of service which, since superannuation was achieved, has been the Association's first objective. As with the struggle for superannuation, the campaign for Whitleyism has been a long and weary one, marked by many rebuffs, delays, disappointments, and frustrations. It has succeeded only as the outcome of skilled and patient work by our negotiators, who are to be heartily congratulated, coupled with a burning faith in the justice of our goal and—let us readily acknowledge it—the goodwill and active support of successive Ministers of Health, of the local authority representatives on the old National Council, and of the Associations of local authorities.

National Whitleyism will not, of course, solve all our problems, nor will it solve any of them immediately. We have a long way to go before we attain those national minimum standards of salary and working conditions; that equal partnership with the local authorities in the development of our joint service, and that atmosphere of mutual respect and understanding for which we have so long and patiently striven. But the foundations have been laid and the super-structure is being built, brick by brick.

What Can We Give?

In looking to the future of Whitleyism, let us, as in everything else we do, think more of what we can give than of what we expect to get. In the past, NALGO has, perhaps, laid undue emphasis on what it hopes to gain from this or that development—from the Whitley Councils, from the Government, from the various means of arbitration available to it. That attitude was natural; there are still many black spots in local government that must be wiped away, and the salaries and conditions of many of our members are still far from satisfactory. But—and this applies particularly today—a selfish attitude is a short-sighted one. There is much that we can give to local government and the nation through the reconstituted National Whitley Council; let us give it. Local government is certain to play an increasingly important part in national life and well-being in the years to come. Let us remember always that we are servants of the community, proud of our service and eager to make it more willing, more devoted, and more efficient. Let us—nationally, in the districts, in the branches, and individually—meet the local authorities not so much on the basis of "How much can we get out of you?" as on that of "How much can we contribute to our common cause?" That way, I am convinced, lies a great future for Whitleyism and for NALGO.

Power to Enforce Just Claims

In other fields, too, we have made great progress during 1943. Thanks to the judgment given by the House of Lords in NALGO's favour in the Bolton case, we have been able to appeal to the National Arbitration Tribunal in many disputes with local authorities and—striking demonstration of the justice of our claims—have won almost every case we have taken. Though we always prefer the methods of joint and friendly negotiation, we have been able to demonstrate to those few local authorities which remain unwilling to concede fair demands that NALGO now has power to enforce them. Two arbitration cases in particular stand out as establishing legal precedents of great importance and value to every local government officer. In one, we established the right of an officer whose salary the Association considered unduly low to claim and to obtain just recompense. In the other, we successfully challenged the long-established right of a local authority to dismiss an officer without adequate cause. Though the precedents established by these two decisions apply with equal force to all members of the Association, it is interesting that they both concerned chief officers—eloquent refutation of the suggestion sometimes still heard that NALGO is a "rank and file" organisation only, and that the chief officer has nothing to gain from membership of it. The truth is, of course, that just as all local government officers have much to give to the Association, so all, whatever their status in the service, can derive essential protection and benefits from it. Indeed, no local government officer today, whatever his position, can afford to stand apart from NALGO.

Thanks in part to the substantial benefits obtained for them through the Rushcliffe

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Committee—in whose work I was privileged to have a share—and in part to the devoted enthusiasm of women's committees, which have recently had Miss Gaywood to help them in their work, the number of nurses in the Association increases weekly, and we can look to the day when the vast majority of nurses in local government employ are, as they should be, in our ranks. They have much to gain from NALGO, as they, too, have much to give. Although trade union organisation is foreign to the traditions of nursing, always an essentially personal service, it is necessary if the nurse is to obtain that justice she has so well deserved but so often been denied. I hope to see our women's committees develop from strength to strength, so that women in the local government service may take their place beside men in all NALGO activities, not confining themselves to purely women's work.

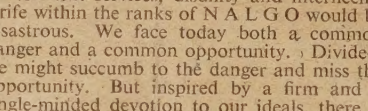
In other ranks of the service, too, recruitment is booming, and it is with especial pleasure that we welcome the many new Scottish members and pay tribute to the enthusiasm of the Scottish branches who have applied all their Celtic fervour to enrolling them. This year, I have little doubt, NALGO, which so recently acclaimed a membership of 100,000, will top the 130,000 mark. I see no reason why it should not go on to 150,000, and even more if the plans advanced at last year's Conference are carried through. We shall not be satisfied until every eligible officer is a member, and on that day how great will be our strength and influence!

Ancillaries all Flourishing

All those ancillary activities of the Association which have done and are doing so much both to assist individual members and to weld the Association more firmly together on a foundation of common interests continue to flourish, notwithstanding wartime difficulties. The education department has launched its scheme of scholarships for nurses and is planning to hold a summer school this year—the first since 1939. Public relations is preparing a big photographic exhibition of local government which is to be sent on tour throughout the country. The Building Society announces this month a further extension of the already remarkable facilities it offers to NALGO members. The Approved and Provident Societies and Logomia continue their beneficent services. The Benevolent and Orphan Fund, thanks to the steady flow of contributions from members and branches, has not only maintained to the full—with the single exception of Christmas Hampers now, alas, ruled out by rationing regulations—its unobtrusive help to all in distress, but is accumulating a reserve that will be invaluable in the more difficult conditions after the war. Under the new general secretary, Mr. John Simonds, who has taken up his task with the single-minded devotion, the sound judgment, and the practised skill we knew he would bring to it, Headquarters staff, now home again in London, and the strengthened divisional staff, serve the Association with the efficiency to which we have grown accustomed. Though—as every local government officer knows—good service neither expects nor does it usually receive recognition, we should, I think, publicly acknowledge the fine work of the staff at the time of the transfer from Croyde to London. To move a trade union, an insurance company, a provident society, an approved society, a building society, a correspondence institute, and other activities, with all their records, 200 miles in the middle of a war, and to have them working normally again within five days, without losing a single document or missing a single remittance on the date it was due, is a feat of organisation which only those of us who know all the problems can fully appreciate. As always, NALGO staff delivered the goods.

We can look back on 1943, then, with satisfaction. What of 1944? Nationally, we are confident that it will prove one of the greatest years in our history. Will it be as outstanding a year in the history of NALGO? I believe that it might be. For in 1944, with a greatly increased and still increasing membership, with many of our colleagues now on war service returning, we trust, to our sides, fired with the enthusiasm of victory, with the revitalised National Whitley Council fully at work, with our power and prestige standing higher than ever before, and with the great opportunities of the period of reconstruction ahead, we shall face a momentous challenge. The coming year will be, for NALGO, a year of great decisions. Upon them the Association's future may well depend. Let us, then, embark upon it with faith in our future, with confidence in our ability to surmount all obstacles, and with determination to maintain those high ideals of service to which we are pledged.

Above all, let us maintain our unity. At a time when, as we all know, big changes are pending in our social and health services, changes which threaten both the structure and the status of local government and the local government services, disunity and internecine strife within the ranks of NALGO would be disastrous. We face today both a common danger and a common opportunity. Divided, we might succumb to the danger and miss the opportunity. But inspired by a firm and a single-minded devotion to our ideals, there is no limit to what we can accomplish, for the benefit of the Association and of the nation its members are so proud to serve.



Co-ordinating Welfare Services

In its memorandum to the Beveridge Committee in July, 1942, NALGO stressed the need for co-ordination of all social welfare services, including health, unemployment, compensation for industrial accident and disease, and widows', orphans' and old age pensions, and their administration through social security departments of local authorities. Although Sir William Beveridge did not accept the second part of the proposal—administration by local authorities—it is strongly supported by the National Association of Relieving Officers, in a memorandum, "The District Office of the Social Welfare Services."

The present diversity of welfare administration, the memorandum points out, leaves the services incomplete, baffling to the public, and wasteful in official machinery. Castigating the piecemeal juggling with the problem which has gone on in the past, and which, it asserts, is largely a result of political expediency, the association declares that there is an urgent need to cut across this trend, and to envisage some plan to co-ordinate and develop as a unit all the services concerned both with the relief and the prevention of want. That unit, it is suggested, should be a local social welfare centre.

The end of the Poor Law system is accepted, and a revolution in outlook which has taken place gradually over a number of years is embodied in the following declaration of policy:

"It is the main object of the social services to assist citizens to maintain or recover their status as independent members of the community, and equal stress must be laid upon the preventive as well as the curative qualities of the services required to this end. . . . Two facts stand out clearly:

1. That there are vast numbers of citizens requiring guidance in all the varied problems of human affairs apart from direct financial aid, and that this guidance must reach them through the creative personalities of trained, understanding and sympathetic agents of responsible welfare authorities; and

2. That the administrative machinery which these problems are collated and examined must be as complete and incl as possible."

Suggestions are made for the progre reform of the district office. Its duties sh include the administration of the present law statutes, the Blind Persons Act, the Me Deficiency Acts, lunacy and mental treatm maintenance allowances for persons un going treatment for pulmonary tubercul and all home contacts arising from hos treatment. In addition, the district o should be responsible for maintaining a cer register of assistance; for the assessmen maintenance charges; for advice regar old age, widows', orphans', and war pensi and it should take over the functions of Citizens' Advice Bureaux, and become centre for all social welfare activities in the a

The work should be in the hands of a s number of trained officials who can bring bear upon the problems of individual citi a complete knowledge of the complic issues involved. All will agree that s officers should be able to give advice as wel information, though the desirability of tr ferring all the work of the Citizens' Ad Bureaux to local authorities is questiona Many with experience of C.A.B. work hold t it can operate with full efficiency only i remains completely independent of, altho in close touch with, all other welfare agenc

Nevertheless, the principle of co-ordinat is one with which all local government offic will agree. It remains now, as the Natio Association of Relieving Officers points o to find a way of turning the principle i practice, and in this the memorandum p vides a useful start.

Westmorland Faces Facts

AFTER some delay, Westmorland cou council has decided to accept the decisi of the Industrial Court—reported in the N ember journal—and to reinstate Mr. B. Simpson, its county accountant, at the sal of £900 a year which NALGO had c tended, and the court had agreed, was appropriate salary for the post.

This decision was reached at a spec meeting of the council last month. In statement issued afterwards, the coun after reviewing the history of the dispu culminating in the dismissal of Mr. Simps and the hearing before the Industrial Cou said:

"Although the council took the line the right of an employer to dismiss servant according to the terms of his co tract, which has existed without disp from time immemorial, the Court set t contention aside, and ordered the coun to reinstate their employee.

"The Conditions of Service and Natio Arbitration Order, 1940, seems, therefo to have taken away entirely the form rights of an employer to deal with his e ployee. . . .

"Under these circumstances, the coun have no alternative but to accept the decisi of the Court, strongly as they feel in t matter, in the loss of their rights as employer and as representatives of t public trust."

This statement fully confirms the views expressed in the November journal and e phasises the importance of this case to eve local government officer who can call NALGO to protect his interests.

It is the aim of "Local Government Service" to encourage the fullest freedom of opinion a expression within the Association. Unless i fact is expressly stated, therefore, views p forward in the journal—whether in the editori columns or in signed articles—should n necessarily be regarded as expressing the co sidered policy of the Association.

Are We Shaping Things To Come?

N reply to Parliamentary questions, the Prime Minister has now announced that t is not the intention of the Government to nbark on a comprehensive inquiry into the achinery of local government at the present me." A joint deputation from the Associaon of Municipal Corporations and the County ouncils' Association had previously urged on Sir William Jowitt that such an inquiry ould take place before important changes re made in particular services. In a letter them, Sir William amplified the Prime inister's reply by saying that the Governent could not be deterred from making nprovements in particular services for which ere might be a clear case simply because ese improvements might involve some odification of local government machinery. e assured the associations, however, that ie Government would not omit to consider ie effect of any particular proposals upon cal government machinery in general. In rief, we may conclude that the Government oes not believe that a complete recasting of cal government machinery is a necessary relude to the tasks of local government after ie war.

ocial Needs Cannot Wait

It is not difficult to imagine the calculations hich have led to this attitude. A compreensive inquiry would take a long time: s Sir William himself suggested, a year might e a modest estimate. Such an inquiry might ot result in any substantial measure of agreeent: the varying reactions and views of cal authorities hitherto published go far to stify the doubts Sir William expressed on is point. Assuming, however, that a measure f agreement were reached, based upon a elief that some substantial re-shaping of local overnment structure will before long become mperative, and will involve the demarcation f new kinds of area, such a task might well ast, not for one year, but for five or seven.

Can anyone seriously suggest that urgent eforms such as those now contemplated in he spheres of education and public health hould await a process of this kind? The ountry would not stand it. As we have said n these columns before, the situation which will arise when hostilities cease is one in which ocal government, with whatever machinery t possesses at the time, modified or adjusted s may be necessary, will be called upon to proceed as quickly as it can with the social eforms to which the nation accords priority. f some of these demand substantial readjustments in the machine, readjustments will have o be made.

Adjust to a Plan

There is no escape now from the logic of his situation, regrettable as it may be. The Government is in a predicament which, to be fair to it, is not of its making, but for which it has to thank its predecessors, and, let us frankly say it, those in the local government world who for so long deemed the reform of local government structure to be an academic question and not an issue of urgent practical politics. The best that can be hoped for now is that a sound view may be formed of the principles to which a new structure should conform, and that any adjustments to be made in the present structure for the purpose of immediate social reforms should be so designed as to facilitate the erection of the new edifice, and, indeed, to form part of it.

The Prime Minister's announcement will nevertheless have come as a shock to the local authority associations; since it was in effect a reply to the strongly-worded manifesto which they issued a month or two ago and which we then noted in these pages. In that document the associations drew attention to, and expressed their profound concern at, the "piecemeal attacks" which were being made upon local government. By piecemeal attacks the associations were clearly referring to transfers from local to central responsibility which had already taken place and to others which they believed to be in contemplation. They also meant to refer to some recent and unwarrantable instances of encroaching departmental control over local self-government. But, above all, we think, they were intending to refer to alterations in the machinery of local government to cater for particular reforms. They were right in expressing their sense of the danger of improvisation, or piecemeal changes, in local government structure. Instead of a structure consciously adapted to new conditions, and preserving, in those new conditions, the efficiency and democracy which the present structure achieved after the chaos of the nineteenth century, we may be left with a patchwork hardly better than, and perhaps partly comprised of, a similar chaos of *ad hoc* authorities.

If there be any truth in the view that new machinery is required for efficient local government after the war, and if the urgent social reforms which local government is shortly to undertake will call for substantial changes in the existing machinery, the situation is indeed dangerous. A comprehensive overhaul is necessary, but there is no time to carry it out! We know that the A.M.C., the NALGO Reconstruction Committee, and the Labour Party have already declared the need for a new machine.

Changes in Machinery

What are the services that must shortly be called upon to carry out urgent reforms, and what changes in machinery are these likely to bring about? It will be useful to review what is so far known of the Government's intentions in these matters.

The first proposals it has formulated are those embodied in the White Paper on Education. They include a provision for the abolition, at last, of the present separation of powers between district and county councils, in elementary and secondary education respectively. Such a separation was bad, even when elementary and secondary education continued to be conceived, as in 1902, with a dividing age of 14. When educational theory turned to a new distinction between primary and post-primary education, founded upon a dividing age of eleven-plus, such a separation became indefensible. The new authorities are to be the county boroughs and the county councils; but the White Paper provides for the establishment, in the administrative counties, of district committees, to which the county councils will be required to delegate substantial powers. A provision of this kind is welcome, but would be better if the larger boroughs and districts could exercise such delegated powers themselves, with a substantial measure of autonomy, as was recommended by the NALGO Reconstruction Committee.

There is good reason to believe that the Minister is favourably disposed to an advance upon the White Paper proposals in this direction, and that many large boroughs and urban districts which are not at present Part III authorities might thus obtain agency powers in a new sphere, though Part III authorities as such will disappear. The proposals, as we see, entail a substantial redistribution of powers among existing authorities, but do not entail any new kind of authority. Let us not forget, however, that technical and adult education still remain to be dealt with, and that it is precisely in these branches that, in the view of most people, areas are required which transcend those of existing local government units. The Minister has promised an early statement of Government proposals in these branches of education, and it would be surprising if some machinery for co-operation over wider areas were not proposed.

The Government's proposals for a comprehensive medical service will be embodied in a White Paper to be issued early in the New Year. Since such a comprehensive service must embrace a re-organised hospital service as well as new arrangements for clinical and domiciliary treatment, it will call for something more than a re-shuffle of existing functions among existing local authorities. It will require a new area, and indeed, a new health authority, transcending any unit of the existing structure. Such a development was clearly foreshadowed in the preliminary announcement Mr. Ernest Brown made over a year ago.

Regional Planning

It is the existing housing authorities which have been requested to prepare plans for the first year's housing programme. No re-shuffle of housing functions is apparently contemplated as yet, and, indeed, on the executive side of housing, none may be necessary. But the executive task of building new houses cannot proceed far without prior determination of a whole host of planning problems. What are the Government's intentions in regard to planning?

In reply to suggestions that the local authorities could not proceed with much now without knowing more of the future, the Minister recently asked them to proceed on the assumption that the authorities for planning, and the boundaries of local government, would remain as they are, but that joint committees of neighbouring local authorities would be formed for the preparation of schemes. For years past, the joint committee has been the facile resort of those who saw no need to adapt the general structure of local government to new conditions. We do not say that joint committees in this sphere will not be useful in present circumstances. In fact, we consider joint committees to be much more successful when their function is to prepare plans than when they are formed to undertake services. It seems clear, however, that the joint committees contemplated would be purely local. Now nearly everyone is agreed that in town and country planning, if in no other sphere, some machinery will be required at the regional level, or rather at that level which the NALGO Reconstruction Committee called "provincial," in order to make it clear that they were not thinking of anything so wide as the civil defence regions. What organisation is proposed at this level? Are the local authorities to deal with planning at this level? Or is the new Britain to be planned by a regional bureaucracy?

Future of the Fire Service

To turn to yet one more service, it will be recalled that the Home Secretary has given a promise to restore the fire service to local government. It is inconceivable that it can be restored to the multiplicity of former authorities, for such a restoration would mean disintegration. Nor will the easy solution offer itself in this sphere of dividing the service between the counties and the county boroughs. County boundaries are just about as ill-suited to a fire service as were some of the diminutive authorities that had to sustain it before the war. Nor is every county borough large enough to be a self-contained unit in the future. Some new mechanism will be needed if the service is again to be associated with local government and to be served economically by other local government services, as it was in the past, but on higher standards of equipment and effectiveness.

With no more space than suffices for a bare mention of the public utility services, in which so many developments seem impending, we think we have said enough to show how substantial the changes in machinery will be. For all we know, the Government may already have formed some definite views upon the future shape of local government, and be applying them. There are many indications in the character of the proposals already published that it has to some extent done so. It has, for example, even if it has not said so, been clearly impressed by the diagnosis made in several recent reports, including that of the N A L G O Reconstruction Committee, of the worst defects of the present system—the large number of diminutive authorities, the splitting up among several authorities of functions in the same or similar services, and the need for a wider unit than county or county borough in some services. We believe, too, that the immediate future will show how extensively the principles adopted in the N A L G O Reconstruction Committee's proposals have been accepted. In particular, we believe that the device of agency and delegation, which was so conspicuous a feature of those proposals, will be resorted to as a solution to some of the most stubborn elements in the area problem, and be increasingly supported in local government circles.

The local authorities will say that their criticism of the Government's procedure goes beyond the merits of any particular proposals. They will say that decisions about the future of local government in general, are in fact being taken ; that unless the effect of particular reforms upon the general structure is being disregarded, then *some view* of future structure must necessarily have been formed already, and that in effect, therefore, great constitutional changes have been decided upon and are being "introduced by a side wind." The Government may feel that it is its responsibility to formulate a policy, and that the general drift of it will become fairly clear as successive measures are placed before Parliament and fully debated. Moreover, it could say that if it were to announce a general future policy in set terms, it could not possibly please all the local authorities' camps, and that in so far as the local government world has had views to submit, it has already submitted them very fully in the reports already made by the associations, by the N A L G O committee, and by other professional bodies.

What is the Policy ?

We hope, nevertheless, that at an appropriate time the Government will see fit to give some indication of its general approach. We cannot ask it, as do the local authority associations, to appoint a Royal Commission, and quite frankly, we cannot understand why the associations should ask for an outside body (particularly of the kind typified by Royal Commissions in the past) to deal with such a subject. There is enough knowledge in the hands of government departments, local authority associations, and bodies such as the N A L G O Reconstruction Committee, to afford the Government all the material necessary to form a judgment on this subject, and it is for the Government, after studying that information and fully discussing the position with the local authorities, to decide what policy to submit to Parliament.

Having said so much of local government machinery because of its topical interest, it is as well to remember that the tasks of local government after the war will depend not only on machinery, but on finance, policy, and personnel. The pace at which immediate reforms will proceed will depend on the extent to which problems that arise in these spheres are cleared out of the way in advance. We do not join in any clamour which accuses the

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Government of dilatoriness in dealing with the subject matter of reports such as those of Sir William Beveridge and of the Barlow, Scott and Uthwatt committees. We know how wide and complex are the questions with which these reports deal. We realise that not only must the Government resolve any political issues involved in these questions ; it must also satisfy itself on the administrative aspects of any policy it adopts to deal with them (and find staff for the necessary examination). The local authorities will, no doubt, require much more guidance than they have been given so far ; and we are glad to note that the new Minister of Reconstruction has just promised a White Paper on some of these subjects early in the New Year.

Finally, let us remember that perhaps the most difficult and urgent problem of all, so far as the pace of immediate reforms is concerned, may yet prove to be that of local authorities' staffs. The last year or so has been in many respects the most difficult the local authorities have ever had to face. They have had to maintain the wide range of their essential services in conditions of enormous difficulty and at a time when the whole civil front is more dependent on these services than ever. In addition, they have had to sustain the vast new range of civil defence and other emergency services. Latterly, they have been pressed to put in hand the preparation of post-war plans, and even, in some spheres, to make a beginning with them. It is inexplicable that, precisely at this crucial convergence of demands, anonymous and inaccessible Man Power Boards, whose knowledge of local government seems as slight as that of the peripatetic agents of regionalism whose visitations afflicted local authorities in the early part of the war, should press for the last remnants of competent staff which the local authorities have at their disposal. If the Ministry of Health retains some say in the shaping of domestic policy, we hope that it will not fail to press for a better understanding of the local authorities' position.

"Junior Council" Shows Youth the Way to Active Citizenship

How members of the A.T.C. and the W.J.A.C. in Mirfield, Yorks, are being given a lively practical interest in local government and the responsibilities of citizenship is here described by Flight-Lieut. T. DRANSFIELD.

WHEN a cadet joins the Air Training Corps, part of the declaration to which he subscribes is that he will endeavour to be a worthy citizen. This implies that the responsibilities he undertakes carry him beyond the needs of the war.

This need to develop a sense of civic responsibility was not forgotten in our local Squadron, and the suggestion that the Squadron should form a "Junior Council" was eagerly welcomed. The invitation came from the chairman of the urban district council, who expressed his desire to see the young people of the town taking a greater interest in the affairs of local government.

He suggested that the cadets should meet and discuss some item of local significance and, to add a more colourful and realistic background, the chairman offered the use of the council chamber for the meeting. The chairman was himself to preside and the clerk and other officials were to assume their accustomed offices. Further interest was aroused when the Squadron learned that members of the sister unit of the Women's Junior Air Corps were also to be included.

The selection of "Junior Councillors" was left to the cadets of both units who, after nomination, held elections and by vote chose their representatives.

The chairman of the council had suggested certain motions and amendments as being suitable for debate at the "council's" first meeting, but from the start the council took an independent line and, on the insistence of its feminine section, decided to ask the chairman's permission to debate such questions as it thought most urgent. Many items and ideas were submitted and sifted before satisfactory subjects were chosen. Then the junior councillors went into committee to formulate and clarify the proposals.

An evening was spent in instructing Cadets in the procedure and conduct of the debate as it should take place in the council chamber, and upon the duties of chairman, clerk to the council, and other officials. Some further time was devoted to the consideration of how decisions made by the local authority were put into effect by the local government officers and their staffs.

The members of the junior council were each duly summoned in the customary manner by the clerk, and informed of the items to be discussed. When, on the evening of the council meeting, the young people found a galaxy of full-blown councillors, ex-chairmen, officials, and members of the public assembled in the public gallery to listen to the debate, they were in no way embarrassed.

The subject matter of their deliberations, the shrewdness of their questioning, the evidence of their sincerity, and the manner in which they deported themselves earned the commendation of all those present.

So successful was this first meeting of the "council" that it is intended to hold others at frequent intervals. It is also likely that the representation will be extended to include members of other organisations in the town.

Expanding Interest

The full value of the experiment may not become evident for some time yet, but the immediate results have demonstrated that the young people can soon become conscious of their civic responsibilities when once the idea of remoteness of the local authority has been dissipated.

The fact that twelve young people, members of organisations which had already established a reputation for community service, were taking active part in local government affairs aroused general interest. If only through a widening circle of parents, and friends, an indirect influence was brought to bear upon the attitude of local citizens to the "goings on" in the municipal headquarters. Furthermore, even though no executive powers are possible for the "Junior Council" some of the ideas expressed must inevitably engender further consideration.

Any instruction, committee work, or preliminary discussion was, of course, done on the evenings when no squadron parades were being held, but much informal discussion took place in the common rooms, canteen, and the N.C.O.'s Mess. Questions relating to the propositions tabled by the Junior Councillors were thoroughly discussed. Criticisms, advice, and terse commentaries were freely exchanged. Inquiries as to the function and duties of several local government officers were made. A closer understanding of the share in community service performed by council employees was established, and a lively interest in local affairs has been created.

The council offices, public parks, recreation grounds, and municipal buildings have assumed new significance, and there may be some truth in the rumour that certain cadets have decided to visit the fire station to tell the fire officers that some of the owners had come to inspect !

Local Government Needs Wider Powers—But It Must Remain Democratic.

ow are we to resolve the dilemma of local government reformers—bigger units with der powers; and local control of local affairs? Here, Councillor P. L. CROWLEY, Slough, suggests a solution—abolition of county councils, grouping of small uthorities into "standard" autonomous units with equal powers, duties, and status, nd the appointment by them of "governing bodies" to administer services needing a bigger area than that of the "standard" authority for efficient working.

OCAL government reform is in the air, and rightly so. But in discussing reform we must be careful to avoid the twin angers of welcoming change for change's ake, and of resigning ourselves to change ithout taking the trouble to inquire, investiate, consult, and think out what changes are esirable in the public interest, and what is ne price we shall have to pay for them.

Much of the present demand for reform arries with it an implication that the powers f local government units should be increased. ide by side with that implication is the more penly stated demand for larger units of local overnment. If these demands are met we nay see a powerful regional system of local overnment emerging after the war, and it is ossible that such a system would be more fficient than the present one. But cold-looded efficiency and the happiness and conentment of the people are not necessarily ynonymous. If the power of local government s to be increased and the unit enlarged, it is essential that democratic control should be a eality; yet experience shows that larger nits involve looser democratic control. Local government deals with matters of close personal concern, such as the condition of a ocal road, a footpath over a bridge, the condition of the parks and playing fields, the sewerage of the town, the water pressure in a particular area, and so on. In larger areas of population larger matters arise, such as the utility services, local transport, housing, hospitals, markets—yet each of these is of intimate importance to each one of us. Is a remote regional control likely to do those jobs better than, say, a borough council, and is the democratic control of a regional authority likely to be as close and powerful?

Key-Points of Reform

That is the problem confronting local government today, and it is a problem deserving of the widest discussion. Towards that discussion I should like to submit the following points covering what I believe to be essential elements in any scheme of general reform.

1. Any scheme of reformed local government must, in order to ensure its democratic character, make it reasonably possible for the average man or woman to take an *active* share in it. By that I mean that it must be possible for any elected representative to attend the necessary meetings reasonably easily and without financial loss.
2. The size of the unit of local government should be large enough to finance a full degree of local amenities and services for all, but not so large as to become unwieldy and to bring about what I can only describe as remote control.
3. The powers of the effective unit of local government should be adequate to its functions. This is by no means always the case at present.
4. The duties should be as comprehensive as it is possible to make them.

An increase in the powers and duties of local authorities would have the following results:

(*a*) Parliament, which is now overburdened with matters of detail, would be freed to deal with major policies, to lay down the general framework in which local authorities should work, and to provide general safeguards against abuse;

(*b*) By increasing the responsibilities of local government, superior types of brains and character would be attracted to its councils;

(*c*) The extended scope of duties and their increased importance would make of local government an attractive career for local government officers and employees and so help to raise still higher the already high standard of its personnel; and

(*d*) It would bring still more closely under local democratic control a greater range of government functions. A local councillor is much more subject to public opinion and persuasion than is a Member of Parliament.

Diversity no Disadvantage

It is a possible objection to a wide increase in local government functions that the existing lack of uniformity, a condition much deplored and stressed by academic planners, would become still more marked. Far from regarding this as a disadvantage, I believe that it would be an altogether healthy condition. Just as it is a truism that a country usually gets the kind of government it deserves, so also does a local community get the type of local council it deserves. If the councillors of any local government unit, by their lack of courage, or foresight, or general competence, are seen to be permitting their community to fall behind other surrounding local units, then the people must take the necessary steps to eject the failures and replace them with new blood. It is natural for councillors to be criticised, blamed, and reviled, but it is no good stopping there. If the people *want* liberty and efficiency, they must take the trouble to *act*, and not confine themselves to a grumble and a shrug.

Of the "elements of reform" mentioned above, paragraphs 2 and 4 call for more definition. In my opinion an effort should be made to do away with what is known as the two or three tier system, and to make all future local authorities equal in powers, duties, and status. This would involve the grouping of smaller authorities and the disappearance of the county councils, which latter are in many cases mere anachronisms. With one type only of local authority, all with direct access upon all matters to the appropriate Ministry, the way would be open for the devolution of functions away from Parliament and on to the local government unit.

In many services the standard local government unit would be able to deal entirely with all matters arising. In others, for which a larger unit than the reformed local government unit would be essential for efficient working, the necessary "governing body" could be formed from representatives of the three or four or more local government units concerned, such "governing body" having power to act and not to be under the necessity of obtaining approval from the full councils of its constituent authorities.

This system, whilst not being perfect, would avoid too much remote control such as is so very evident in the county council sphere, and would ensure that the local councillor who is known to and held responsible by the local people would, where he was the elected representative of the unit on the "governing body," be accountable to the same people for his actions thereon, and be liable to removal if he failed to give satisfaction.

Proceeding to the next stage, of Government activity where the scope is, or should be, national, the reformed local government units could act as agents for the central government.

Let me now summarise, giving selected but not exhaustive instances of the three types of duties which could be undertaken by all local authorities in the country, assuming that they were reorganised into units of standard powers but of varying size according to population and/or rateable value and/or acreage.

A. **Primary and autonomous functions,** wholly under the control of the local authority, such as highways (other than trunk roads), parks and playing fields, housing, markets, sewerage, small scale public utilities, etc.

B. **Secondary and co-operative functions,** under the control of a "governing body" consisting of an equal number of representatives from all the authorities which are grouped for the particular service, such as hospitals, health services, transport, large public utilities, etc.

C. **National functions,** in which the local authority would act as agent for the central government, such as education, police, fire services, trunk roads, employment exchanges, pensions, etc.

The examples of functions I have given are illustrative only and may, indeed, be more properly placed in categories other than those under which I have used them. Further, the allocation of functions between A and B should be elastic to suit local circumstances and not rigid and uniform throughout the country.

A Financial Solution

As to finance, I suggest the following broad conditions:

"A" functions wholly financed out of local rates;

"B" functions out of the rates of all the local authorities grouped for that purpose; and

"C" functions wholly out of government grants.

Generally, it may be assumed that the money saved by the abolition of county councils would probably more than cover the necessary staffs of "governing bodies" and the extra organisation needed by the reformed local goverment units. A further saving would accrue from the grouping of the small units.

I have, of course, over-simplified the problem in order to contain the outline of the suggested reform within the confines of a single article. Nevertheless, I believe that the solution can be found along the lines I have indicated, with such necessary compromise and exceptions as are dear to most Englishmen.

The essential democratic character of local government would be maintained, the duality of control, so marked in many areas, would be abolished, and one local government unit would, within the confines of its own town hall, have its fingers on the whole range of local government functions. No longer would a borough or urban district be able to avoid responsibility by saying that some omission was the fault of the county, nor could a county blame the dilatoriness or slothfulness of one of its local councils. The responsibility for and duty of efficient government would be placed fairly and squarely on one body of men, subject only to the general instruction and guidance, where appropriate, of the parent Ministry.

THE "BING BOYS" of "BOOM TOWN"

MUCH Cowslip will need to look to its laurels if it is not to be outdone as a source of national mirth by Bingley urban district council, whose attempts to wriggle out of an award of the National Arbitration Tribunal enlivened the newspapers in the weeks before Christmas. Since no comment can improve on the plain facts, I content myself with stating those as they were reported in the Press.

June 9—The council at Bingley, Yorkshire mill town of 20,000 people, having refused all efforts by NALGO, and latterly by the Ministry of Labour, to persuade it to supplement the service pay of members of its staff in the Forces, is brought by NALGO before the National Arbitration Tribunal.

June 16—The tribunal gives its award requiring the council to make up the pay of its serving employees in accordance with the terms of the "Bolton Settlement" with retrospective effect from January 1, 1941.

July 15—The council, having refused to give effect to the award, joins a deputation of 18 local authorities to the Minister of Labour to ask that they might be excused from having to observe awards of the tribunal. The Minister politely but firmly informs the deputation that he cannot agree to treat local authorities any differently from other employers. All the other authorities decide to accept the award. But not Bingley.

November 9—The council having persisted in its refusal to pay, NALGO serves a writ upon it in the name of one of its officers in the Forces, for the sum due to him since he was called up. Disregarding the advice of its clerk that costs would be *ultra vires* and surcharged upon the councillors, the council decides to contest the writ, but later thinks better of it and decides to pay a sum into court—thereby admitting the principle of the claim, though disputing the amount.

December 6—On a snap vote taken at a late hour, after a long discussion and with only half the members present, the council resolves, by six votes to three, to dismiss immediately all 19 members of its official staff in the Forces. Of the six members supporting the resolution, reports the "Daily Mail," one is an ex-Service man and the other five are all over 60, with two over 70. Leader of the "No War Pay Party," Councillor Angus Jowett 72-year-old overall manufacturer, declaring that "This is not put forward in any spirit of vindictiveness, but to protect the ratepayers," adds disingenuously, "It will make other serving members of the staff think twice before they prosecute a claim and issue a writ." Advised by the clerk that the dismissals are illegal and will make no difference to future claims, Mr. Jowett says: "I will go to the limit to defeat the claim and would even go to gaol. There are ex-Service men in Bingley who would have to pay the extra 3½d. rate, and they cannot afford it."

December 9—"Daily Express" announces that families of six of the men affected—by now affectionately known to some millions of newspaper readers as "The Bing Boys"—are refusing to reveal their addresses, so that it will be impossible to serve notices of dismissal on them.

December 9—Councillor W. V. Eustace, who was not present at the council meeting, announces that, although opposed to making up pay, he is calling for a special meeting of the council to rescind the dismissal resolution, which "was not a true reflection of the feelings of the council." "The effect on the men concerned is obvious," he adds. "I do not think the public will approve the council's action."

December 11—"Daily Express" reporter sent to investigate conditions in Bingley reports: "This home town of the Bing Boys has changed its name from Bingley to Boom Town, for the war has brought prosperity to the people who live in its Main Street. The mills have stepped up workers' earnings by £2 to £3 above pre-war. . . . There is virtually no unemployment . . . all the cafes I saw were packed . . . fur-coated women stepped off trains and buses. A beauty parlour had a notice: 'No more perms until 1944' . . . shops were filled with expensive Christmas presents. There were quick sales . . . All seven banks were crowded . . . There are no slums . . . More than £1,500,000 was raised in the Wings for Victory, War Ships, and War Weapons weeks. . . ."

December 20.—At the special meeting called for by Councillor Eustace, Bingley council decides by ten votes to eight to rescind its previous decision to cancel the dismissal notices, many of which have already been sent out. But the council is still apparently unwilling to obey the tribunal's order, for, according to the "Daily Express," it proposes to fight every claim by an officer in the Forces for the money due to him. If that is correct, NALGO, of course, will fight, too, to ensure that justice is done.

The cream of the jest is that the "sackings," had they been persisted in, would have made not the slightest difference to the council's liability to make up war pay. Though Bingley "sacked" its officers twenty times over, it would still be required, under the terms of the tribunal's award, to make up their pay so long as they remained on war service.

FOOTNOTE: If, as has been stated by the "No Pay Party," acceptance of the award would cost Bingley the equivalent of a 3d. rate (and I doubt whether it would be so much), the "burden" on the ratepayers (including back pay from January, 1941), would be less than a penny a week for 43 per cent of *households*, between 1d. and 2d. a week for another 43 per cent, between 2d. and 3d. for 7 per cent, and over 3d. for the remaining 7 per cent.

Nalgo Aid for Poland—

NALGO is helping in the post-war reconstruction of Europe. Recently, a Polish Air Force officer attached to the Polish Ministry of Reconstruction called at Headquarters, told the public relations officer that he and some of his colleagues—most of whom were local government officers in Poland before the war—had been seconded to prepare plans for the rebuilding of local government in Poland after its reconquest, and sought the Association's aid.

The officers, it was explained, had been studying the British system and had found in it many features which they felt might usefully be adapted to Polish needs. In particular, they had been impressed by the proposals of the NALGO Reconstruction Committee. So far, however, their studies had been mainly academic, and they felt the need for personal contact with representative local government officers here, to whom they might go with problems and for information on the practical operation of the administrative machine. In addition, the officers were specially interested in NALGO itself—they had a similar organisation in Poland—and wanted to learn something of its working.

Every help was immediately offered. Croydon council and its chief officers, approached through the Croydon branch, readily agreed to assist the Polish officers with information on the working of a county borough. Chief officers of Berkshire and Kent counties, of Richmond borough, and of two rural districts in Berkshire, undertook to show them county, urban, and rural administration at work (the places were selected primarily for ease of access from London). A party spent a busy afternoon at NALGO Headquarters hearing about the Association and leaving laden with literature and with invitations to come again. Later the same party were entertained by officers of the Croydon branch and, after lunch, spent a Saturday afternoon learning how a branch was run and what it did for its members. The following week, the town clerk of Croydon entertained them to lunch and asked the branch secretary to introduce each one to the chief officers in whose work he was specially interested. After private conversations in the various departments, the party met again over tea and spent the evening in lighter discussion at the home of a member of the branch. On another day, they attended a meeting of Croydon council as the guests of the mayor, who publicly welcomed them, and afterwards entertained them to tea with the town clerk and the branch secretary.

We trust that our Polish friends have found these contacts useful; certainly all the NALGO members concerned, and Headquarters staff, greatly enjoyed them and hope that the friendship thus formed will be continued after their return to a restored and prosperous Poland.

—And for the Sudan

THE Government of the Sudan, too, is seeking the Association's help in reorganizing its local government. When the Reconstruction Committee's report was first published, a request for several copies came from Khartoum, where they aroused much interest. This was followed with requests for books and for detailed advice, and the Sudan Government was put in touch with a number of local government officers over here specially qualified to advise on its particular problems and plans.

Today, it can fairly be claimed that the Association's contacts are world-wide. Copies of LOCAL GOVERNMENT SERVICE now go regularly to every part of the Empire, and to many libraries and individuals in the United States, while every post brings Headquarters correspondence from overseas. Though the ways of meeting them may differ from nation to nation, local government problems are similar everywhere, and we may hope that, when the war is over, the common interests between members of NALGO and their opposite numbers abroad may contribute towards a better international understanding.

£176 for £26!

IT is a constant puzzle to me why only about one NALGO member in 250 belongs to the Provident Society's hospital scheme. Can it be that the others haven't heard of it? Or does the rather depressing name, with its suggestion of invalidity, put them off?

As one who only a month or two ago received from the society a cheque for £50 to cover the cost of a major operation, and who has drawn other sums in the past, I write with knowledge and feeling of its value; indeed, of all the NALGO ancillaries, I would say that it is the one every member should join first.

Even the healthiest among us may fall into the doctor's hands: a slip on the bus, a germ picked up in a crowded concert hall, a sudden attack of appendicitis, and before we know where we are we are in bed, wondering who on earth is going to pay the surgeon, the anaesthetist, and the hospital or nursing home. Yet all the time, 2s. a month (less in some cases)—the price of one cigarette every other day—would have solved the problem and made the Provident Society responsible for most of the cost.

To the man with a family (and even if wives are healthy, children do develop tonsils, break their legs, or catch measles sometimes!) the scheme is an indispensable insurance. A man with a wife and one child, for example, pays 5s. 6d. a month. For this he can claim, in respect of each member of his family (and after paying the first £5), benefits up to a

A NALGO DIARY

By "Abingdon"

ximum of £50 per head in any one year, cluding up to £25 for doctor's fees, up to 50 for surgeon and anaesthetist, up to £6 6s. or consultations, up to £21 for hospital, natorium, nursing home or nurses' fees, and p to £10 10s. for X-ray, electrical, or massage eatment. One such member, enrolled in 936, claimed £26 on behalf of his wife in 1937, 44 on behalf of his wife in 1940, £50 on behalf f his child in 1941, and £50 on behalf of himelf this year. He paid the Society in subcriptions over that period, a total of £25 17s.—nd he got back from it £170—not to mention elief from worry beyond financial reckoning. very branch secretary and Provident Society orrespondent can give all the necessary nformation, or members can obtain it direct rom Headquarters.

What Is This NALGO?

RECENTLY the NALGO divisional officer wrote to the clerk of a Cornish U.D.C. sking him to invite his authority to become constituent member of the South Western rovincial council and to adopt the provincial ouncil's bonus scales. He received this xtraordinary reply:

I have to acknowledge your letter which, as equested, I placed before my council. On the rounds that they would not enter into any utual arrangements but conduct their own ffairs, my council refused to consider becoming embers of your Association.

Which reminds me of the man who, on eceiving his first income-tax demand, replied o the inspector: "I have carefully conidered the documents you sent me, but have ecided not to join your society."

More Brain-waves from Stretford

TWO months ago I referred to the local government "Brains Trust" organised by R. CODD, the enterprising public relations orrespondent at **Stretford**, at which 550 itizens clamoured for admission to a hall eating 175 and submitted 70 questions to the ssembled "Brains." Flushed with this riumph, Mr. Codd organised a second session ast month at which, under the chairmanship of STEPHEN DUNCAN, NALGO assistant divisional secretary in the North-West, six experts, including three chief officers, a local lderman and county councillor, a member of he food control committee, and the principal of the technical college, kept a big audience nstructed and amused for two hours. The sixteen questions covered a wide range, incluing such topics as educational reform, the qualities of a councillor, the "town manager" system, and whether aldermen should be required to stand for public election. All expenses were amply covered by a collection, and it is planned to repeat the performance next month.

In addition, Mr. Codd is planning a mock council meeting for young people in the town and a lecture for parents on education. This is public relations of the best type, and is bound to have far-reaching results. Cannot more branches follow Stretford's example?

A New Book List

WHILE on the question of public relations, members will be interested to know that a new edition of the Local Government Book List, prepared by NALGO for the National Book Council, has been published and is now available from Headquarters. A complete revision of the list got out before the war, it contains the titles of more than 300 books, popular and technical, on all branches of local government—including a special section on reconstruction plans. Branches should see that their local library has a copy and that most of the books listed are on its shelves. In so wide a field it is inevitable that some useful books should be missed, and the education secretary, who prepared the list, will be glad to hear of any other titles which might usefully be included in future issues.

The Small Branch Counts

THOSE small branches which feel that the insignificance of their membership makes them of no account in NALGO's counsels and that the "big battalions" must always win the day, should take heart from the example of Hawarden (54 members). When the North-Western and North Wales district committee considered T.U.C. affiliation recently, Hawarden moved an amendment to the original proposition before the meeting. The amendment was adopted in full by the district committee (24,000 members) and carried as the substantive motion. It might—though since it called for postponement of action until after the war, I tremble to suggest the possibility within hearing of Glasgow—be adopted by this year's Conference (130,000 members). Then Hawarden's 54 would have determined the major policy of NALGO. That is how democracy works.

NALGO BUILDING SOCIETY

Good News for Borrowers

The Nalgo Building Society has recently found it possible to make most attractive alterations in its scheme of advances which will prove a boon to members wishing to buy houses. The new terms are:

1. **Advances will now be made on approved properties up to 90 per cent of the purchase price, or value, whichever is the lower figure. Each application will be considered on its merits.**
2. **The rate of interest will be 4½ per cent.**
3. **The cost of arranging a mortgage will be on a flat rate scale of £1 per £100 advanced, plus the survey fee.**

Funds are available for immediate advances and weekly meetings of the Committee are held to give members quick decisions.

Application form and further details from the Secretary, Nalgo Building Society, 24, Abingdon Street, Westminster, S.W.1.

"Jacey" in India

IN common, no doubt, with many other readers, I was delighted to receive just before Christmas a gaily-pictured airmail greetings card bearing the familiar signature, "Jacey." It was, of course, from that former stalwart of LOCAL GOVERNMENT SERVICE, Jack Carver of Walsall, designer of the famous NALGO menu card, whose brilliant pencil often enlivened our pages before the war. Now attached to R.A.F. Headquarters, India, he has done a number of posters for a "Careless Talk" campaign among troops there, contributes to the Command magazine, "Victory," and was apparently chosen to design one of the "official" greetings cards supplied to our forces. More power to his pencil—and may he soon bring it home to make us chuckle again.

War Risks Are Not the Only Ones

"LIVE for to-day" is an excellent maxim, but what needless self-reproach is endured when the unforeseen happens and the future has in fact to take care of itself! Without giving the matter much thought, it is natural to feel that, with war risks excluded, to effect a life policy just now would be rather a white elephant.

On further consideration, however, the fallacy of this argument must be apparent. The common hazards of life are still abundantly in evidence. To quote an instance: In July, 1940, a member of NALGO effected an endowment assurance for £150, which, of course, did not cover death from war risks. Whilst serving overseas, however, he was accidently knocked down by a motor-car and killed. The Association paid the full sum assured of £150.

One of the watchwords of to-day is economy, and people are rightly chary of entering into new commitments. Nevertheless, it would be

(Continued at foot of next column)

CITIZEN'S CHOICE

Civic Interest—or Dictatorship

"IT is not easy to be governed by a democracy. The success of 'government by the people' depends upon whether you and I and the man next door are willing to share the task of governing." In those two sentences with which he opens his little book, "Citizen's Choice" (Arrowsmith, 2s. 6d.), Mr. E. Dixon Grubb sums up the major problem facing democratic government, national and local, to-day, and states the basic argument for NALGO's public relations policy.

But mere statement of the obvious will get us nowhere. You and I and the man next door are unlikely to be willing to share the task of governing unless we know something about it, understand what our part should be, and are sufficiently interested to play it. Mr. Grubb sets out to give the necessary information and to stimulate the essential interest. He succeeds. Where so many writers on local government are technical, prosy, and long-winded, he is simple, clear, and concise. Above all, he is interesting. Within the space of 30,000 words he surveys the whole field of local government, its history, structure, machinery, services, methods, officials, and relations with Parliament and electors, reviews its failings and achievements, and discusses the many proposals made for its improvement. At every stage he links it up with the interests and concerns of the "man in the street," explaining the complex in terms of the familiar; his account of the initiation, discussion, and adoption of a scheme for a municipal swimming bath is masterly in its clarity. As he shows, the choice before the citizen to-day is a keener interest in his own government or the handing over of the job of governing to self-appointed dictators: "democracy and apathy can never live together." In short "Citizen's Choice" is a book every citizen—and every local government officer—should read.

(Continued from preceding column)

false economy not to make provision for the future. Do not allow such a charge of negligence to be levelled at you! Send now for a copy of the Association's current prospectus, to the NALGO Life Department.

All About the United States

THE United States Office of War Information has opened in London a special war reference library of books, periodicals and documents dealing with all branches of American life, and the director, Richard Heindel, has sent a cordial invitation to all members of NALGO to make use of it. Since there is only one copy available of many of the books, they cannot be allowed out on loan save in very special circumstances; but there is a pleasant reading room at the American Embassy, 1, Grosvenor Square, London, W., where members will be welcomed any weekday from nine to six.

Congratulations to—

A. F. RUSSELL, A.R.I.B.A., of the surveyor's department, **Fulham**, on winning first prize of £100 in the Chadwick essay competition with an essay on housing technique and physical replanning.

Obituary

We regret to record the deaths of:

R. F. Keen, chief rate collector at Bromley, and from 1927 to 1936 secretary of Bromley branch. Mr. Keen, who was 43, died after an operation.

A. Nichols Moore, M.I.E.E., M.I.Mech.E., for 31 years electrical and transport engineer at Newport, Mon. Mr. Moore was a past chairman of the Newport branch, and had been chairman of the National Council of the Electrical Development Association and a member of the Council of the Incorporated Municipal Electrical Association.

Arthur Stevens, M.I.M.C.E., M.R.S.I., M.I.S.A., for 31 years sanitary inspector to Blaby R.D.C., a foundation member of the District Councils (Leicester) branch.

New Rushcliffe Scales will Benefit Thousands More Nurses

THOUSANDS of district nurses, health visitors, school nurses, nursery nurses, midwives, and male nurses throughout the country will benefit, many substantially, as a result of the publication of the second report† of the Nurses' Salary Committee, of which Lord Rushcliffe is chairman. The new scales recommended in the report, are to operate from April 1, 1943 (the date upon which the scales recommended for other nurses in the committee's first report took effect). Space does not permit of their reproduction in full, but the following examples will illustrate the genereal pattern :

Male staff nurse (weekly) : 91s.+5s.—125s. (provinces) ; 100½s.+5s.—115½s. (L.C.C. area) ; 96½s.+5s.—111½s. (rest of Metropolitan police district).

Health visitor, child protection visitor, T.B. visitor (with health visitor's certificate or diploma), and school nurse (if required to have health visitor's certificate or diploma) : £270+10—£360.*

Domiciliary district nurse midwife (with S.R.N. and S.C.M. district trained) : £140+10—£200 (emoluments valued at £100).

Domiciliary district nurse (S.R.N., district trained) : £120+10—£180 (emoluments valued at £100).

District nurse midwife practising from premises she owns or rents (S.R.N. and S.C.M., district trained) £260+10—£340.*

Staff nurse in residential nursery : £100+10—£140 (emoluments valued at £90).

Staff nurse in day nursery (non-resident) : £190+10—£230.

**Plus £30 in L.C.C. area and £15 in rest of Metropolitan police district.*

As is inevitable with all salary scales, the recommendations will benefit some and not others, and have introduced a number of anomalies which, it is to be hoped, the Committee will correct later.

For example, although every non-medical supervisor of midwives may now reach a salary of £550, the superintendent of a county nursing association can reach this salary only if she is directly responsible for a staff of 50 or more—a condition which excludes the majority of such women from this scale. Again, the salary of the superintendent of a district nurses' home is based upon the number of nursing staff, including student nurses and pupil midwives, yet the salary of a health visitor, responsible for the practical training of health visitors, remains the same however many health visitors are in her charge.

A particularly unhappy anomaly from NALGO's point of view is the difference in the salaries of male and female nurses in the same grade. For example, a non-resident woman *staff* nurse will get only £3 8s. 9d. a week wherever she works—whereas a male *assistant* nurse (Category A) will get £4 in the provinces and £4 9s. 6d. in London. There are similar anomalies in the remuneration of men and women in other grades.

It is some consolation, however, to read in the report that "Many members of the Committee have been unable to accept as equitable the relationship between the salaries recommended for male nurses and those of female nurses, particularly in respect of rates for male assistant nurses and those for State Registered female staff nurses and ward sisters. Having regard to present conditions and difficulties, however, they have agreed not to dissociate themselves from the recommendations contained in this report, although adhering to the principle, which they regard as a fundamental one, that the qualified worker should command a higher salary than the unqualified one."

The Committee has not yet made any recommendations about clinic nurses other than those employed in V.D. clinics.

The recommendations on service conditions follow closely those of the First Report.

†*Second Report of the Nurses' Salaries Committee, H.M.S.O., York House, Kingsway, W.C.2, 9d.*

Nalgo Seeking Second Woman Organiser

The National Association of Local Government Officers invites applications for the post of Woman Organiser. The successful candidate will be required to undertake the organisation of women in the local government service and will need to travel extensively throughout the country. Travelling and reasonable subsistence allowances will be granted. Organising experience, energy, enthusiasm, ability in public speaking, and knowledge of local government are essential. Salary will be on the scale £315+£15—£390, plus a cost-of-living bonus (at present 17s. 6d. weekly) and will commence at the appropriate point in the scale, having regard to the experience and qualifications of the successful candidate. Salary will be subject to a deduction of 6 per cent per annum under the Association's superannuation scheme. Applications, giving full particulars of age, qualifications, and experience, and accompanied by copies of not more than three recent testimonials must reach the General Secretary, N A L G O, 24, Abingdon Street, Westminster, S.W.1, not later than January 31, 1944.

Women Need Easier Training, Higher Pay

By ETHEL A. WAITE

MISS GAYWOOD wants to see women in the big jobs of local government, and Miss Hamilton shows them how, by training and education, they may hope to get there. That may be very well for people like nurses who, if they work in a hospital applying the Rushcliffe recommendations, are getting both good training and fairly good wages. But for the rest of us, like myself—a library assistant and, that lowest of all hospital phenomena, a part-time V.A.D.—it is not so simple.

Qualification for responsible posts costs money. In the big towns we have our evening classes—but some departments of local government work in the evenings, and members of their staffs can study only through correspondence courses. I have recently taken an examination by such a method, using a limited self-tuition version in order to halve the fee. I begged and borrowed—but, being a library assistant, did not steal—my text books. The whole effort cost me £15, and I estimate that to complete the earning of a degree by the same method it will cost me about another £30. Now I could not have done this when on the low salary of a junior. I had to wait for many years. "Oh!" I can hear the men gasping. "But you women have no homes and no families. You have all your money." The single woman to-day often has heavy financial commitments to her family, and, in addition, usually has to pay a disproportionately high rent should she live alone.

A second point is that women who enter public service in one branch of local government learn of many other forms of social service. As they grow older, they learn of fresh fields unknown to them when they left school. The scope of social service is expanding and is likely to go on doing so. What, then, are the typist and the clerk to do when they want to become housing managers, librarians, club leaders, probation officers and factory welfare workers? Take a correspondence course? Yes, but that is hardly even half of the answer. There are excellent schemes of training for some of these jobs—but others offer only a maintenance allowance which pre-supposes that one has a private income or a family to live on. In some fields of social service, too, wages are much lower than those of a competent typist, yet the responsibilities and expenses are greater.

There is a long tradition of "voluntary-ism" in social service. The spirit is good. I am in no way disparaging the worker who can give her services for no money, but there is nothing essentially virtuous in having a private income. The social services need more working-class women who understand from first-hand knowledge the problems they seek to solve. They need "normal" women who have had reasonable leisure in their youth to do all the good and bad things which young people do, and who are not living in respectable sacrificial poverty. To help the lives of others one must live a full life oneself. I know that it is argued that high wages would attract the "wrong" people, but the "wrong" people would seldom undertake the irregular hours and arduous tasks of social service, and if they did they would soon fail. I do not suggest that wages should compete with the top strata of commercial life, but they should be adequate for a reasonable standard of living.

Here, then, are two points for the awakened "sleeping beauties." Give them facilities for training which will not impoverish their lives both materially and spiritually, and give them salaries commensurate with a reasonable standard of life.

Strong Case Now for Increase in Bonus Award

RECENT substantial increases in the bonuses awarded to teachers and civil servants—who are now well above the local government scale—has brought the bonus question again into the forefront. From January 1, all teachers under 21 are to get a bonus of £32 a year for men and £26 for women, while those over 21 are to have £52 (men) and £42 (women), without any "ceiling." The new civil service scale is only slightly less generous, with 19s. weekly for men and 15s. 6d. for women, subject to a "ceiling" at £850, and a graduated scale ranging from 5s. at 16 to 13s. (women 12s.) at 20 for juniors. Police get the same scale as civil servants, railway workers are now getting £1 0s. 6d. (men) and 16s. 6d. (women), and Co-operative Society employees 18s. (men) and 17s. (women). Compared with these—and with the still higher rates in many industries—the local government officer's 17s. 6d. (men) and 14s. (women) with lower rates for juniors and a flat rate of 13s. for all earning over £500 is decidedly out of step.

Admittedly, as councils never fail to point out, the cost-of-living index has not increased during the past two years (though housewives and fathers of families could tell a different story). But the local government bonus has never been closely linked to the index, following well behind it and representing, not a scientific assessment of the real increase in cost-of-living, but the best bargain obtainable at the time it was made. Admittedly, also, it has lagged far behind general industrial earnings.

In this connection, an explanation given by Sir Alan Barlow, chairman of the official side of the Civil Service Whitley Council, of the reasons which prompted the Treasury to agree to increase the bonus notwithstanding the stationary cost-of-living index is interesting.

"We are guided," he said, "by the general trend of wage levels in outside employment." Excluding agriculture, coal, and shipping, in which wages have been disproportionately advanced to meet wartime needs, Sir Alan puts the general average increase in wages of adult male workers from the beginning of the war to September, 1943, at between 19s. and 19s. 6d. a week. For women, the average increase was between 15s. and 15s. 6d.

The local government officer's bonus today, therefore, is behind both industrial wages and other clerical workers' rates. He is entitled to claim that what the Treasury—never noted for generosity—regards as a fair bonus for government employees should be regarded by local authorities as equally fair for their staffs. It is to be hoped that the reconstituted National Whitley Council will look at the question in the same light when it comes before it.

Let Local Government Unite Town and Country

THE controversy on planning grows hotter, the old tug-of-war between public and vested interests threatens to reappear.

We shall win this war by co-operation as we won the last. But shall we again partially lose the fruits of victory through lack of co-operation?

Last time, in the absence of control, private enterprise ran riot: housing in a stampede took precedence over planning, so we had hundreds of miles of ribbon building; the automobile industry outpaced road improvements, so the slaughter on the roads grew; basic industries languished, whilst new industries gravitated unchecked to an over-sized metropolis; agriculture declined under urban domination; and so on.

What had this to do with local government? Little, indeed, if local government is to be a tool waiting passively for the directions of a more remote power less intimately associated with the lives of the people. If, on the other hand, local government were rationalised, woven into the educational curricula, animating community life, pulsating with research, and passionate for a higher cultural and material civilisation, then such great mistakes as followed the last war would be avoided.

Unfortunately, local government itself tends to be honeycombed with a special kind of vested interest. When reform is mentioned, there is a shout of self satisfaction from each of the established types of local authority. Self-praise, considered a fault in the individual, seems to be unquestioned when indulged in by corporate bodies. In fact, however, it is probably more harmful, because of the reluctance of the masses to study deeply the import of local government and what it could do for them if developed rationally, scientifically, and wholeheartedly.

The telephone, the electric grid, wireless, and modern transport have cut through the isolation of communities. This applies particularly to the relationship between urban and rural interests, and between agriculture and other industries.

The unnatural separation of urban and rural local government which accompanied the industrial expansion of the nineteenth century undoubtedly contributed to agricultural decline. But now, in face of world-wide competitive industrial expansion, better knowledge of basic nutritional requirements, and the vital question of food supply in war-time, we have learnt at long last to grant equality to the industry of agriculture, and to recognise the interdependence of town and country.

This new outlook on agriculture, coupled with the amazing developments in means of communication, have removed the last vestige of any case there ever was against the amalgamation of urban and contiguous rural areas on a basis of unified local government—subject, of course, to differential rating according to the availability of rate-borne services.

Urban and adjacent rural areas are complementary to each other. Never before has there been so favourable an opportunity as now for the re-marriage of town and country through local government.

Clinics, hospitals, burial grounds and crematoria; water, milk, vegetable, fruit, egg and meat supplies; cattle and produce markets; abattoirs; sewage and refuse disposal; fire and police services; education; aviation; recreation; cultural and entertainment establishments; baths; shops; gas and electricity supplies; bus services; parking places; woodlands; commons; waterways and footpaths; employment and national defence, are all of common interest to the townsfolk and the neighbouring countryfolk. The seal to this community of interest would be set by the unification of local government over suitably-sized areas, partly urban and partly rural in character.

How often does one find in a provincial town the offices of county, borough, and rural administrations within a stone's throw of one another, each dealing with inter-related matters of local government which could be dealt with more efficiently and expeditiously by a single body?

The existing counties—as is shown by their division for planning, highway, or agricultural executive purposes—are too large. On the other hand, most urban and rural areas are too small or too weak to maintain the ideal form of self-sufficient local government enjoyed by county boroughs. This points to the urgent need for the re-division of provincial England into somewhere between 300 and 400 autonomous all-purpose counties about the size of the county of the Isle of Wight.

Such a re-arrangement would promote efficiency, simplify future legislation, and make provincial local government more natural, understandable, virile, and beneficial for the people as a whole.

This reform should, of course, take precedence over the spate of legislation on internal affairs which may be expected after the consideration of the Barlow, Scott, Beveridge, Uthwatt, Luxmoore, and other reports. In short, the first need in post-war planning is the re-planning of local government areas—and any reform which perpetuated the separation of urban and adjacent rural local government would be a calamity having regard to modern conditions and probable post-war economic conditions.

The compact urban-cum-rural communities envisaged above could, within a comparatively short time, raise local government to a higher plane, and so help to advance our democratic and racial destiny.

"ONE OF THE PLANNERS."

READERS' FORUM

Letters for the February journal must reach the Editor, 24, Abingdon Street, London, S.W.1, not later than January 19.

MAINTAINING LOCAL INTEREST

Parish Council as Basis

IN the extensive writing on local government reconstruction little has been said about parish councils. Yet, in effect, all councils are parish councils, since it is purely local matters which evoke their liveliest interest.

Were this to be recognised as a principle of reconstruction, then parish councils could be made as small as we like, and "one purpose" authorities, to deal with general or non-local matters, as large as we like. Under such a system, the keenest local interest would be securely held, and Whitehall would be prevented from doing local government work. The consultative associations could function over areas of any desirable extent. This would ensure that the separation of matters into local and wider categories was well arranged, and that councils were able to put forward their views on the many matters which come under both classes.

My suggestion is that parishes, called districts or boroughs, be defined, and their councils charged with all matters that can be managed parochially, with powers to lay and collect their own rates and raise loans. Such districts would be merged, or have functions transferred to the corporation or regional council, only at the request of a majority of the burgesses. Next, regional councils and corporations should have their areas defined and be given charge of all matters that cannot be managed on any smaller basis, also with powers to levy and collect rates and raise loans.

Some matters, such as sea defence, trunk roads, and aerodromes, would need to be arranged with the appropriate Ministry. Planning would be carried out by the regional councils and corporations, in collaboration with the district councils on the one hand and the regional planning officer of the Scott Report on the other.

In other words, enlarge the sphere of the present parish councils—including any city ward—to do part of the work of the present district and borough councils, and create an improved county council to do the rest of the work (much of which it does already).

A small district could share any service with another, and could share a member of the regional council, as some do now, with a county councillor.

Would not the best body to define the districts, the regions, and the corporations, and to determine the range of their duties, be one made up from the associations of local authorities, in consultation with regional planning officers? They might also promote the necessary legislation, not waiting for the Government to do it first.

H. TURNER.

Presall,
Fleetwood.

THE WARRIOR'S WIFE

A Modern "Untouchable"

PUBLIC opinion in Britain is in a curious condition. People seem more concerned about what is going to happen after the war than about what is happening now. Conferences are being held; sub-committees are working overtime; post-war planning is consuming miles of paper; stores of food are being accumulated for the subsequent feeding of Europe. All this is very praiseworthy, but it is cock-eyed.

In our midst we have a class of untouchables—the wives, mothers, and children of our men in the Forces. Not all our fighting men get their service pay supplemented, as do most NALGO members. Government grants and conditions are cheese-paring and the sharks of the commercial world are unsympathetic, if not hostile. Landlords and hire-purchase firms will have no dealings with soldiers wives, who have too little money to make them worthy of consideration. Sailors' wives can go begging to the Social Service Council for children's clothes while shares rise on the Stock Exchange in response to news of the fall of Leros. Airmen's wives are expected to feed and clothe themselves upon 18s. a week, while civilian households are averaging £5 a head.

I am not appealing to NALGO as an organisation, but I want to reach the individuals who constitute NALGO. Go to your various political bodies and create such an agitation about this scurvy treatment that the Government will be forced to take notice.

A little fewer "cost plus" contracts from the Ministry of Supply and a little more "adequate rate for the job" from the Service Departments might even make the war less expensive to run. It would certainly make conditions more equitable between civilians and the Forces, and, incidentally, make our men feel less like poor relations when associating with American and Dominion troops. The taint of charity, associated with supplementary service grants, would be removed, and the serving man could provide for his family and meet his other commitments as he did in civilian life.

I wish I had the pen of a Charles Dickens so that I could convert the Government into a reformed Scrooge.

J. K. K. HARRISON.

9, Northwood Gardens,
Ilford, Essex.

(More letters on page 10)

WHEN THE BOYS COME HOME
"Make Their Sacrifice Worth While"

I AM the wife of an airman member of NALGO serving in the Middle East, and should be pleased if you would publish this letter.

Although in any scheme of local government reconstruction the personal element should be foremost, as far as I can see it is not being considered, and no plans are being made to improve the lot of the clerical staffs of local authorities. Plans are being prepared for changes in the boundaries and functions of local authorities, but no regard is being paid to the men and women whose duty it is to administer the various services. First-class officers will undoubtedly be required, but I suggest that they will not be forthcoming without better pay and conditions.

When my husband enlisted he had been in the employ of a local authority since 1929. His weekly wage was £3 7s. 4d., which, after deductions for superannuation, NALGO subscription and health insurance and unemployment contributions, left him with the princely sum of £3 0s. 6d. a week. No fair-minded person will consider such a wage adequate to maintain and rear a family decently. The chance of promotion and consequent increase in salary is very remote for him. In the past, nepotism has been rampant among local authorities. Although it has been condemned by all decent people and suggestions have been put forward to end this pernicious practice, it still goes on. The reforms I should like to see are:

Higher salaries and better conditions;
Compulsory retirement at 55;
Promotion by merit;
Educational facilities to enable any officer to equip himself for a higher grade.
Chief officers to be barred from holding office in NALGO—since they cannot serve the local authorities and at the same time advance the interests of the rank and file;
Early affiliation of NALGO to the T.U.C.; and
Payment of adequate compensation to all clerical staffs who may be displaced as a result of changes in local government (undoubtedly heads of departments will be provided with this protection).

I trust that NALGO will become militant and energetic about these questions. If it does, then my husband's suffering and sacrifice will not have been in vain, and there will be a ray of hope that we shall be able to raise our family in a way suitable to a civilised community.

I shall be pleased to receive the observations of any member of NALGO on these questions.

FLORENCE DAVIES.
New Tredegar, Mon.

"PAY AS YOU GO" RATES
An Easy Instalment Plan

AT last we have convinced everyone that "pay as you go" is a good motto and income tax will no longer be a debt and a bill, but a regularised payment for services as they are provided. But should not rates also be on a similar principle? The "household" cost, about 5s. a week on the average, is a permanent charge in peace or war, and the case for the avoidance of debt and lump sum arrears is at least as great. Until the income tax scheme has got over its teething difficulties we should not complicate the machine by adding rates to it, but after a year's trial we should consider doing that.

Meanwhile, could we not take a step in the right direction by arranging for rates to be payable on an instalment plan at all banks and post offices within the area of the rate levying authority? The demand note could show the amount due on the first of each month, and payment could be made at any time and in any amount, provided that the total due was paid at the fixed dates.

A small poundage would cover the cost of the single form of receipt required at post offices and banks, and a weekly return could be made to the local authority. All the complicated reliefs given for early payment and collection would be dispensed with—they tend only to raise the rate to the small house owner in benefit of the larger land owner. Such a scheme could be adopted now, while the Government sees how people prefer to avoid "bills" and to have "receipts" instead.

R.A.F. S. H. HASSELL, L.C.C. branch.

. . . BUT UNBOWED
"Jackass" and His Critics

UNTIL the replies of branches and districts have been considered there is little point in my replying to the points made by

"Dear Mr. Editor—I have just calmly and carefully read Mr. Norton's letter on affiliation—"

the affiliationists in your St. Andrew's Day number. I shall return to the charge later.

Judging from the way they squealed, the shafts went home all right.

Sheffield. H. NORTON.

Since Mr. Norton was vigorously critized last month, we have allowed him the right of reply. Both sides now having had a fair show, all other letters on affiliation have been excluded and the correspondence is closed until the approach of Conference again makes it a live issue.

THE WESTMORLAND CASE
Criticism Unwarranted?

AS "one of the 65," I was interested to see the correspondence in the December journal regarding the criticism of those members who did not withdraw their applications for the post of county accountant of Westmorland after having received the Association's letter setting out the circumstances which had led to the advertising of the post.

One important point does not, however, appear to me to have been sufficiently stressed. The Association advised members *in their own interests* to "use the utmost circumspection" in applying for this position. No suggestion was made that they should *refrain* from applying for the position, or should withdraw their applications. It was, in fact, in the nature of a personal warning and not in any way an appeal to support the Association. I fail to see, therefore, how the members concerned can be accused of disloyalty in not following the advice of the Association—for which advice, as Mr. Bedwell has pointed out, they were undoubtedly grateful, and to which they would unquestionably have given the most careful consideration had the need arisen.

My own view at the time was that, firstly, the Association had not suggested that members should refrain from applying for the position, and, therefore, presumably did not feel that the facts of the case justified it in so doing, and, secondly, that the question of the continuation of the appointment of the present holder of the post was to be determined by the Industrial Court and it could not be suggested that his position would be prejudiced by the submission of applications for the position. (We had, as Mr. Bedwell has said, no indication at that time whether there was any possible justification for the county council's attitude.)

I do feel, therefore, that the criticism of the members concerned is unwarranted, and that if in any future case the Association feels justified in advising members not to apply for an advertised appointment, *and categorically says so*, it would not have cause to complain of lack of support.

Norfolk County. J. T. PACKER.

RATING OFFICERS' GRIEVANCE
"Divorce" from Treasurers Sought

I MUST entirely agree with "Observer" in the November journal—except, perhaps, that the "tendency" for the treasurer to the council to be also designated the valuation officer is fully grown already, and is not merely growing.

In my opinion, it is entirely wrong for treasurers to call themselves valuation officers, when in many cases (if not all) they have received no training as valuers, are unqualified by examination, and have not even made valuations, either for the valuation list or otherwise. Most rely on the advice of a qualified valuation officer (usually termed the "valuation assistant"), and use his experience in the work. Then the treasurer reports to the appropriate committee that the valuations have been arrived at under "his" supervision.

In my area, as rating surveyor (duly qualified) I am responsible for the valuations in connection with all hereditaments including special properties. The work of inspecting and making valuations is left in my hands, but the report of the work is signed by the borough treasurer as chief rating and valuation officer. To the officer doing the work this means a lower status, and, in consequence, a salary lower than the appointment deserves.

It seems to me time NALGO interested itself in this branch of local government and pressed for a fair deal for its members engaged in rating and valuation by endeavouring to obtain the divorce of the valuation department from the treasurer's department, at least in all boroughs and large urban districts—and I shall be pleased to furnish all information I have relating to the posts of valuation officers in my county.

"VALUATION BY QUALIFICATION."

"Make Appointment Statutory"

BRAVO, Observer! It is high time that NALGO took up this question of other officials being appointed rating and valuation officers. Why should rating and valuation officers have to study for their certificates, and then be assistant to another colleague, who does not understand the work? Why should so-styled chief rating and valuation officers have their salaries increased at the expense of colleagues who have qualified for their appointments?

I suggest that the way to overcome this injustice is for NALGO to make immediate representation to the Ministry of Health for the appointment of rating and valuation officers to be a statutory appointment and to require that all such officers appointed in future shall hold the A.R.V.O. certificate.

LIVE AND LET LIVE.

THE POPULATION PERIL

"Try Higher Salaries"

THE article by Miss Rathbone—bless her—is an excellent account of the population position and its remedies. Yet had we lived in 1843, there is little doubt that we should have said: "What folly to bring children into the world merely as extra 'hands' and cannon fodder." We should have urged that the only way to secure a fair deal from the "master" was to provide him with fewer applicants for the job.

Viewed solely from the point of view of increasing the population, Miss Rathbone's last remedy is the surest—to bring in immigrants from abroad. The existence of national barriers is the most serious obstacle to development. Had the United States remained one of our colonies no doubt she would have been like Canada or Australia to-day—vast spaces with few people to fill them. Thanks to her present restrictions, however, she will arrive at our state more quickly than we have done—but that is a problem for her to solve some time.

History clearly demonstrates that a people struggles to attain what we now know as a standard of living, and, to maintain that standard, limits the size of the family. Greece did it, so did Rome, and France. They would not allow immigration either. And we shall not, for there would be an immediate outcry against "all these foreigners coming here to take our jobs."

What is the answer? To provide work for a continually increasing number of people and adequate conditions of work and payment. Properly organized by the State, this could be done, but it would entail national planning on a most remarkable scale. It is being done in Russia. Germany to-day has many millions of foreign workers. If war can use these extra workers, surely organization for peace, properly done, could give work to millions more—and the ability to provide for social services and an average family of, say, four children. The general level of salaries in the local government service has always been too low to allow them to keep and educate more than two children per family, and that not without a struggle. Before family allowances, let us try higher salaries and see if that encourages more children.

REALIST.

"Piling Up Trouble For The Unborn"

I VIEW with grave concern the propaganda designed to increase the birthrate, helped forward by Eleanor Rathbone, M.P., in the November journal. Out of 45 countries, the current "Whitaker's" shows England and Wales to have the greatest density of population. It is impossible for our country to support its population, and the trend of world affairs shows that something like 90 per cent self-sufficiency will be essential to survival in the future. We are deliberately heaping up trouble for the babies who are to be born, unconsulted, for the sake of power politics.

Miss Rathbone terrifies us with the prospect of having to keep an undue proportion of old people in the future. She shows that in 1861 the proportion was more favourable, yet the appalling state of England's starving millions in that year shows the prominence given to this factor to be disproportionate. Again, we are piling up trouble for the unborn, for whatever evils may be involved by a decrease in population, they will be far greater for our children.

Then there is the distribution of population. A city with (say) 250,000 inhabitants, with schools, streets, shops and public services barely adequate to the needs of 100,000, is considered a fit place for thousands to be born into, to be shuttlecocks in the industrial scramble until they are wanted as cannon fodder.

Family allowances? Eight shillings per week per child, says Beveridge, and recently a dinner party at Jerusalem cost the British taxpayer £5,000—one meal for forty-six people! The fact that it is necessary to argue about a few paltry shillings for the workers of the future is a sinister portent of what the future holds for our children.

For over a century, emigration and war have taken their toll of those who belonged to the age—and fitness—groups most vital to the nation's welfare, and it would be senseless in us to allow ourselves to be talked into having extra babies in order that this criminal folly should be carried on still further.

Coventry. LINT.

BEVERIDGE AND THE BIRTH RATE

Why Not Free Confinements?

AS a home visitor, I heartily endorse "Onlooker's" plea in the October journal for free confinements for all mothers wishing to claim them. I am glad that he (or she) stressed the unsatisfactory manner in which charges are now made by local authorities and the still more unsatisfactory manner in which they are collected.

In trying to collect maternity arrears, I have often been acutely distressed at taking from a conscientious mother her weekly shilling, knowing well how much it is needed in the home, and knowing, too, how the indifferent mother who ignores letters and calls gets away with it. The M. & C.W. committee, after seeing her name on the arrears returns for a few meetings, recommends the amount to be written off—although often it would have involved her in no hardship to have paid the account.

The costly procedure of accountancy and collection in the medical and treasurer's offices is not justified by the results, since councils generally are reluctant to take a case to court for payment of the debt.

A COLLECTOR.

NALGO and "Assumption B."

THE Beveridge Report is the child, among others, of NALGO. If my memory serves me right, statements to this effect have appeared in the Journal. Assumption B (100 per cent state medical service) of that report is now on the national agenda. Heavy attacks are being made on the proposals by the B.M.A. and certain other sections of the professional and political world. At such a time, NALGO, and especially our public health colleagues, should be exerting themselves on behalf of Assumption B. I have the impression that this is not the case. Nor, can I see, in the time at my disposal, any reference to N.E.C. activities, which would lend strength to Sir William Beveridge's campaign.

If I have overlooked NALGO efforts to counter the B.M.A. big shots I shall be glad to have my impressions brought up to date.

JOHN S. COVENTRY (Pte.)

NALGO IN SCOTLAND

Value of the "Unit Branch"

YOUR footnote to the letter from the secretary of the Ayrshire branch, effectively deals with his fear of breaking the "friendly spirit . . . among all classes of members of NALGO." May I, as the writer of the report to which he refers, make one or two further points?

The Ayrshire executive has missed the main point, which is that NALGO rank and file members in a small burgh, possibly far removed from the county town, will certainly feel more a "part" of NALGO if they have their own town branch, in which they may take an active day-to-day interest and whose meetings they can attend without discomfort.

I had no special part of Scotland in mind, but I suggest that Ayrshire may have weaknesses in this respect as much as some other Scottish counties. The statement in "Scottish Notes" last July, that Prestwick and Troon have *no* NALGO members, seems to support my view.

It is all very well for the Ayrshire executive to "deprecate," but I suggest that the opinions of a few rank and file members might differ. The Ayrshire branch can be acquitted of all guilt if it can score high marks in answering these questions:—

1. How many branch meetings are held each year?

2. How many members attend them (or it) from the outlying towns?

Finally, the fact that a branch executive has even discussed it, suggests that the report may have served its purpose.

45, John Street, Glasgow, C.1. ALEX. LANE.

SERVICE STILL "SMUG"

How Can We Alter It?

R. E. FOSTER writing in the October journal says, "We were smug." I look forward to the day when he and his colleagues in the Forces return with their eyes opened, for the local government service they have left temporarily is, after four years of war, as smug as ever.

How can the Smug Bug of local government be exterminated? Come along you temporaries—have you the answer?

DESPAIRING.

More Fine Donations for Benevolent Fund

THE arrival of branch summary sheets during the past month or two, has brought many donations to the Benevolent and Orphan Fund—some the result of special activities and others gifts from branch funds. Outstanding among them are:

£112 18s. 5d. from **Southport**, proceeds of a "long term" effort between July and October, including outdoor sports, whist drives, socials, and dances, all arranged with a threefold object—to obtain money for the fund, to provide social interests for members, and to gain and maintain the support of nurses, many of whom have joined the branch during the year.

£40 13s. from **Colwyn Bay**, proceeds of dances and of a special levy agreed to by members on a scale rising from 3d. a month on salaries below £150 to 2s. 6d. a month on salaries over £600, on top of the annual subscription of 3s. a month. This levy raised £18 18s. 9d.

£394 0s. 10d. from **Sheffield**—which has always been a particularly stalwart supporter.

£192 14s. 8d. from **Reading**, including £21 from the branch and £139 from a dance and draw held in aid of the Fund and the Royal Berks Hospital.

Ten shillings from Mrs. H. BRATLEY, **Nottinghamshire** branch, as a thank offering for the kind treatment received at Nalgo House, Matlock, while convalescing after an illness.

£25 from **Shoreditch**—income from the billiards table installed for the use of members giving one night in three to voluntary Civil Defence work.

Other recent donations include:

Anglesey, £23 17s. 9d. (dance); **Barnet**, 17s. 4d. (sale of surplus refreshments at social evening); **Bournemouth** £74 (extra contributions from members and raffles, draws, etc.); **Chelsea**, £32 (dance); **Coulsdon and Purley**, £6 2s. 10d. (dance); **Crosby**, £19 (dance); **Esher**, £10 12s.; **Lambeth**, £6 3s. 3d. (dance); **North Riding**, £54 4s. 5d. (dance); **Paddington**, £5 19s. 3d. (special donation and raffle of lemons); **South-West Herts**, £43 17s. 3d. (dance); **Urmston**, £8 17s. (social and collection at annual meeting); **Walthamstow**, £159 0s. 2d. (socials and half-yearly draws); and **Worcester**, £20 11s. 1d. (dance).

NALGO ROLL OF HONOUR

UP to the date of going to press, the Roll of Honour contained the names of 2,179 members of NALGO. The record is:

IN H.M. FORCES

Killed or Died on Service	773
Missing	430
Prisoners	481
Escaped Prisoners	1
Repatriated Prisoners	12
Decorated	204

ON THE HOME FRONT

Killed	71
Missing	2
Decorated	205

This month's additions to the list are:

Military.

KILLED OR DIED ON SERVICE

Alston, Pte. L., R.A.O.C., libraries dept., Bolton.
Avison, Temp. Lt. W., R.N.V.R., inspector of weights and measures, Hunts C.C. (in Italy).
Bailey, Lt. V. T., Durham Light Infantry, treasurer's dept., Bridlington (at Mareth Line).
Blamey, Sgt. W./O. A./G. J. R. G., R.A.F., public assistance dept., Devon C.C.
Cairns, Gnr. J., R.A., valuation dept., Durham C.C.
Curnow, Spr. W. G., R.E., engineer's dept., Bootle.
David, A.B , D., R.N., deputy chief librarian, Lambeth.
***Eltringham, F./Sgt. G.**, R.A.F., county library, Durham C.C.

Medal and Bar Within a Week!

Less than a week after winning the Military Medal for gallantry in the Middle East, a NALGO member won a bar to it for gallantry in Sicily.

He is Sgt. John William Sillito, 24, formerly on the staff of the taxation office, Staffordshire, and now in the Staffordshire Yeomanry (R.A.C.).

Joining the Army in 1939, he went overseas in January 1940, and has served in Palestine, Egypt, Tunis, and Sicily. He volunteered for service with paratroops, gained his "wings," was promoted sergeant, and is now with a special raiding squadron.

***Edgoose, Sgt./Obs. R. L.**, R.A.F., relieving officer's clerk, Holland C.C.
Fenning, Sgt./P. E. H., 24, R.A.F., electricity dept., Colchester.
Goldsborough, Sgt. A./G. W., R.A.F., education dept., Durham C.C.
Hayes, Ldg. Sick Berth Attendant, V. F., 22, R.N., L.C.C. (died from illness in Ceylon).
Hill, Sgt. A./G. L. J., 19, R.A.F., treasurer's dept., West Ham.
Jenner, Sgt./P. E. E., 20, R.A.F., treasurer's dept., West Ham.
Jury, Sgt. J., 30, R.A.F., electricity dept., Leigh (in India).
Lennard, Sgt./Nav. F., R.A.F., surveyor's dept., Bexhill.
Lyons, Sgt. C. A., R.A., engineer's dept., Hackney (in Middle East).
***Meadwell, F./Sgt. E. A.**, R.A.F., architect's dept., Holland C.C.
Mellors, F./O. F. A., R.A.F., public assistance dept., Liverpool.
†**Monk, L.A./C. A. J.**, R.A.F., education dept., Isle of Wight C.C. (died whilst prisoner in Japanese hands).
***Moore, W./O. A./G. W. M.**, 21, R.A.F., rating dept., Durham C.C. (Bishop Auckland sub-branch).
Patterson, L.A./C. R., 38, R.A.F., assistant relieving officer, Holland C.C. (in Middle East).
Penman, Sgt. D. G., R.A.F., county library, Durham C.C.
Solari, Sgt. A. B., R.A.F., registrar's office, Merthyr Tydfil.
Tweddle, Sgt. Bomb Aimer S., R.A.F., clerk's dept., Carlisle.
Underwood, L.A. C. F., R.A.F., treasurer's dept., Bolton.
Wardle, Sgt. J. S., R.A.F., Durham C.C. (Lanchester sub-branch).
***Willatt, Sgt./Obs. V. R.**, R.A.F., public health dept., Derby.
***Wooff, Sgt. J. W.**, R.A.F., education dept., Durham C.C.
York, Sgt. A./G. M., R.A.F., accountant's dept., Durham C.C.

MISSING

Austin, Sgt./Nav. L., R.A.F., health dept., Durham C.C.
Bailey, F./O. W. E., R.A.F., parks dept., Bolton.
Brookes, P./O. D. W., R.A.F., health dept., Willesden.
Brown, Sgt./P. R. V., 23, Glider Regt., clerk's dept. St. Marylebone.
Cheetham, Sgt. F. A., R.A.F., Coastal Command, audit dept., Bridlington.
Horrigan, Sgt. W./O. A./G. W. H., R.A.F., surveyor's dept., Tamworth (former secretary of Tamworth branch).
Long, Sgt./Obs. S. R., R.A.F., treasurer's dept., Rochester (missing from flight over Germany).
Parr, Sgt./P. J. M., R.A.F., clerk's dept., Preston & Fulwood.
Reeson, Sgt.W./O. A./G. F. G., 22, R.A.F., health dept., Holland C.C.
Walpole, P./O. S., R.A.F., assistant director of education, Bootle.
Whitfield, Sgt. A./G. M., R.A.F., health dept., Durham C.C.
Williams, Sgt./P. D., R.A.F., health dept., Durham C.C.
Yeats, L./Cpl. W., 3rd Corps of Signals, libraries dept., Brentford and Chiswick (in Middle East).

PRISONERS OF WAR

Davie, Sgt./P. C. K., R.A.F., accountant's dept., Durham C.C.
Driscoll, Ldg. Writer J. F., R.N., audit dept., Bridlington (in Japanese hands).
Hall, Sigmn. G. J., treasurer's dept., Leicester (believed to have been on Cos).
***Hudson, L./Cpl. R. M.**, Loyal Regt., Little Lever.
Lockwood, Pte. A., Reconnaissance Corps, libraries dept., Bolton.
Pardoe, L./Cpl. F. H., R.S.C., treasurer's dept., Brierley Hill (in German hands).
Taylor, F./O. P. W., R.A.F., gas dept., Bolton.
Thomas, Pte. K., R.C.S., rates dept., Merthyr Tydfil (in Japanese hands).

REPATRIATED PRISONERS

†**Farrell, C.S.M. D. G.**, R.A.S.C., city collector's dept., Dundee.
†**Imrie, Maj. C.**, R.A.M.C., assistant M.O.H., Dundee.
†**Roodhouse, Cpl. J. B. A.**, health dept., Mitcham.
***Scorer, W./N. F.**, R.N., clerk's dept., Durham C.C.
Williams, L./Sgt. F. J., Sussex Yeomanry, agricultural dept., East Sussex C.C. (captured at fall of Tobruk, regained his liberty after the collapse of Italy, and returned to Allied occupied territory).

**Previously reported "missing."*
†Previously reported "prisoner."

AWARDS TO MEMBERS

Military

D.F.C.

Fennell, Act./F./Lt. F. W., R.A.F., engineer's dept., Winchester.
Freestone, P./O. S., R.A.F., finance dept., Willesden—"for operational duties during the past 12 months."
Gray, F./Lt. W., R.A.F., clerk's dept., Bridlington—"for meritorious service on operational flights."
Griffiths, F./O. D. I., R.A.F., treasurer's dept., Merthyr Tydfil—"for conspicuous gallantry in operations over Germany."
Reeves, F./O. H., R.A.F., electricity accounts dept., Bolton.

D.F.M.

Whitelaw, F./Sgt. J. M., R.A.F., sewage disposal laboratory, Coventry—"for work in air operations against the island of Cos."

Christmas in the Middle East as pictured in an airgraph from Sgt. H. W. Woodcock, gas and water dept., Wallasey. Sgt. Woodcock's father, who worked in the same dept., was killed in an air raid, and his mother is employed in the treasurer's dept.

M.C.

Edwards, Maj. S. O., A./T. Regt., R.A., chief inspector of weights and measures, Coventry—"for conspicuous duty in North Africa."

CONSPICUOUS GALLANTRY MEDAL

Walker, W./O., A. J. S., R.A.F.V.R., assistant valuation officer, Lambeth.—The aircraft he was piloting in a raid on Hanover in September was caught by searchlights and A.A. fire, attacked by an enemy fighter; repeatedly hit, and set on fire. With great coolness, W/O Walker went into a steep dive, evading the fighter and extinguishing the flames. Though his flight engineer was overcome by fumes and the bomber badly damaged, W/O Walker went on to release his bombs and, displaying superb airmanship, flew the crippled plane home, making a safe landing in appalling weather.

B.E.M.

Harwood, Staff Q.M.S. E., R.A.S.C., clerk's dept., Kendal—"for distinguished service in Middle East."

MENTIONED IN DESPATCHES

Sampson, Sgt. K., R.A.M.C., corporation housing dept., Penzance—"for services in the North African campaign."

These Branches Look After their War Prisoners

THE "L.G.S." gold medals (token only, alas!) for branch enterprise in looking after members in the Forces go this month to **Liverpool, Inverness,** and **Kent County.**

Liverpool has more than a score of members who are war prisoners, and early this year it invited those at home to subscribe to a comforts fund. Though subscriptions were limited to 6d. a head, £80 was obtained, and the branch decided to send each prisoner 200 cigarettes a month, and such text-books and study material as he needed. So far, in addition to the cigarettes, 60 books have been supplied.

NALGO Victory Cheers Eighth Army Men

A recent NALGO victory—the Industrial Court action in which the Association secured the reinstatement at £900 a year of the Westmorland county accountant who had been dismissed when the Association threatened to take to arbitration his claim for a salary increase from £650 to £900—has "hit the headlines" in the "Eighth Army News."

In its edition of November 2, this bright little paper, printed in Italy by an army mobile printing section, records NALGO's success in a prominent "box." This should help to assure members serving in the Eighth Army that the Association continues to be "up and doing" in their absence.

In addition, J. P. PHOENIX, branch education correspondent, sends to each prisoner a monthly personal letter, giving him just that chatty news of home and NALGO for which he must be yearning. The May letter, for example, described (on the basis of a fortnight at Matlock) the impact of war on the Derbyshire countryside, the winter's football season, and some recent films; in June there was talk of women's fashions, and the conference debate on T.U.C. affiliation; while the November letter described a meeting of the district committee, a Home Guard Battalion route march, a service of Spirituals by American negroes in Liverpool Cathedral, the marriage of Lloyd George, and the "jitterbug" dancing controversy. To men who never see an English newspaper and whose letters from relatives and friends must inevitably be largely filled with domestic news, this cheerful causerie of life at home must be wonderfully refreshing, and of greater interest, possibly, than the pot-pourri of purely branch and NALGO news with which many other branches fill their news letters.

Inverness has a most successful staff comforts committee, to which members subscribe monthly. The committee has "adopted" all war prisoners on the staff, sending them regular parcels, co-operating with the Red Cross in providing them with study courses, and helping them and their families in many other ways. Since March this year it has produced six excellent news letters which are sent to every member of the staff on service, containing news of colleagues scattered throughout the world and of office affairs; the Christmas number contains photographs of all the 40 serving members.

Reference has been made before in LOCAL GOVERNMENT SERVICE to the fine Comforts Fund run by the women's services subcommittee of the Kent County branch. The third annual report, which we have just received, records that subscriptions have now passed the £1,000 mark. In addition to a vast amount of knitting, the committee sends books and cigarettes to the branch's 18 war prisoners, games to men on lonely gun sites, Christmas gifts to all members in the Forces, and makes donations to several war charities.

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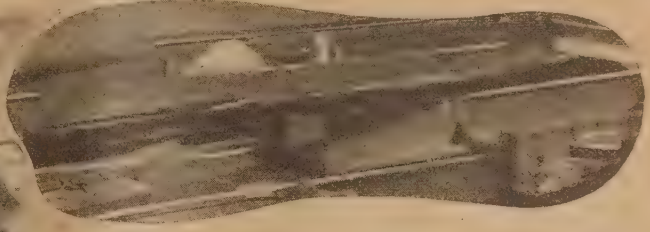
CWS **Raydex** MEDIUM NAVY CUT CIGARETTES



This building collapsed through RUST!

At first glance it looks the result of an air raid or earthquake, but look more closely and you will see where the saboteur RUST has been at work. And this is just one of his efforts to undermine our war efforts — and peace efforts.

Metallising will prevent corrosion and give added life. Write to the technical advisory board about your particular problem.

THE ASSOCIATION OF METAL SPRAYERS

THE TECHNICAL ADVISORY BOARD ON THE BRITISH *Wire* SPRAYING PROCESS, THE APPLICATION OF NEW DEVELOPMENTS IN THE PROTECTION AGAINST CORROSION AND THE RECLAMATION OF WORN PARTS : THERE ARE MEMBER FIRMS IN ALL PARTS OF GREAT BRITAIN

ISSUED FROM THE OFFICE OF THE ASSOCIATION OF METAL SPRAYERS, BARCLAYS BANK CHAMBERS, DUDLEY. PHONE: 4045

M-W-1

DINNERS, whether of the daily domestic, occasional canteen, or annual soup-and-fish variety, are not what they used to be; particularly the annual soup-and-fish. In abnormal times, when we are not preparing for, engaged in, nor recovering from a war, an annual dinner of the Much Cowslip branch is recognised as something of a social occasion. As the usual date draws near, councillors who for months have passed me with a scowl or reluctant nod wave cheerily or stop to ask about my health, my wife's health, and "the family." They always say "the family" because they neither know nor care about its size, shape, or sex. One and all, they mention the branch dinner, some supposing casually that I must be very busy sending out the invitations, others inquiring who the chief guest will be, and a few of the more important asking outright whether they may rely on the customary "self and partner" tickets. I always reply diplomatically that the Clerk and I prepare the invitation list after the annual salary increases have been voted upon. After all, most of the cost of the dinner falls on our Public Relations Fund.

Our last dinner on the traditionally lavish scale was the post-Munich pre-war event of 1938, during that hollow, happy period when wishful thinking—only another name for faith—had temporarily moved the mountain of apprehension, and all our troubles, if not dispersed, were at least safely hidden away inside a rose-coloured balloon of deceptively solid appearance. What a dinner that was! How the Clerk pondered over the list of supplies offered by Councillor Gumble, our traditional caterer, while I clicked away at the comptometer calculating the cost—and thence by a process of simple division the discount of 2½ per cent which our traditional caterer traditionally refunded to us, but which we, in deference to the executive committee's declared opposition to preferential trading, refrained from paying into branch funds. Happy, happy days!

For our dinner this year, the supply position was of course reversed. Only by a distribution of largesse and a judiciously accommodating attitude regarding outstanding rate arrears were we able to extract sufficient Spam from local tradesmen to ensure a sufficiency of sandwiches. The beverage question—particularly assumption A that we could provide full enjoyment only by supplying enough intoxicants to create a sense of sociable insecurity—was solved by the purchase of a barrel of lighter fuel, a barrel of methylated spirit, and a variety of soft drink concentrates. The resultant liqueurs were devastating in effect, and probably as near the real thing as the chemical compound supplied by the "Lamb & Lion" as beer.

We realised that even these provisions left something to be desired, but they at least provided the bare bones of a festive occasion. We relied—correctly as it transpired—on congenial company and stimulating speeches to clothe and pad the skeleton. That the company would be congenial and the speeches unusual went without saying; possibly it would have been better had the speakers done so too.

In an effort to introduce a topical note, I wrote to Mr. Herbert Morrison urging him to permit Sir Oswald Mosley to attend. He replied courteously that Regulation 18b did not empower him to "take action of the kind suggested against Sir Oswald Mosley." At first I resented the "against," but on closer scrutiny I realised that it was a printed circular reply. The printer's reference in the bottom corner read "Nov. 1943; reprint, 200,000."

I did succeed, however, in securing Sir Mittal Vague (who is a lance-corporal in his Home Guard and therefore non-com). As chairman of the Royal Commission for Preparing an Explanation of the Intentions of His Majesty's Government with regard to the Policy (if and when Formulated) relating to the Functions and Powers of Local Authorities (including such *ad hoc* Authorities as shall be specified) in so far as Post-War Reconstruction is (or may be) Concerned; and for Recommending to His Majesty's Government the Enactment of Necessary Legislation (if any)—commonly called the Fogg Committee—he was pre-eminently suited to address us.

Sir Mittal, a long, thin man with an extraordinary habit of balancing his pince-nez precariously on the end of his forefinger and gazing at them abstractedly when making a telling point, was surprisingly informative. Perhaps the fact that he had drunk four orange-methylateds under the impression that they were lemonade affected his normal reserve. At any rate, his was easily the most outspoken speech of the evening.

He had come, he said, to assure us that no avenue would be left unturned in the effort to pierce a way through to the core of the impasse from which we had strayed by adhering blindly to the outworn plans which had been prepared in the past for the future. We should all ignore tendentious reports which had been issued, and the rest of us would be well-advised to do the same. But the fact remained (and here he almost lost his spectacles as a result of a sudden forward swaying movement) that the exploded shibboleths of the present, unfounded on any practical experience of the past and, he was prepared to argue, without hope for the future, were an altogether insecure basis on which to rely for the orientation of a new line of approach to the many and varied problems which would confront us from every side in the post-war world. That, he thought, was an inescapable fact.

With a wintry smile, he commented that his legs felt rather like incapable facts, drank the remnants of the Clerk's beer, asked for a further glass of our private knock-out lotion, and resumed.

He was frequently asked, he said, what had happened to the Scott Report, the Barlow Report and the Uthwatt Report. Usually that was a question to avoid as adroitly as possible, but tonight he was not in an evasive mood (cheers). The truth was they had gone for salvage! After all, we were in the middle of a teetotal war (some dissent). Personally, he had never seen any of the reports, nor did he particularly want to do so. From his school-days he retained a lively recollection of how the receipt of a report could convert a normally peaceful household into a bear-garden (laughter). He had no idea who Mr. Barlow was, nor Mr. Uthwatt, and frankly, as regards the other report, he could not for the life of him see what the North Pole had to do with Reconstruction (loud cheers). If Reconstruction meant rebuilding the old order he was against it (loud and prolonged cheering). If it meant devising and relying upon some new order of an experimental and untried nature, he was equally against that (storms of applause). And if there was one thing certain, it was that we could not stay where we were.

He proved his last contention by subsiding suddenly under the table. I remember that the Clerk spoke next. I remember that I sang "I belang t'Glesga'—gude auld Glesga' toon." I have a vague recollection of Miss Legge dancing the can-can. After that I don't remember any more.

Thank Heaven the Press weren't present!

"I only Want a Kettle for my First-Aid Post"

A CASUALTY service officer in the Midlands wanted an electric kettle for a first-aid post in a large public shelter. One of his officers saw a suitable kettle in a shop, but was told it could not be purchased without a permit. He asked the Ministry of Health for a permit. They suggested that this was a matter for the Ministry of Supply. The Ministry of Supply said that as shelters came under A.R.P., Home Security should decide.

The Ministry of Home Security pushed him back to the Ministry of Health. My friend then kicked up a row, and finally a high official of the Ministry of Health telephoned saying that he was sorry not to be able to arrange for the purchase of a kettle, but that he had been to some trouble in the matter and through the kindness of the General Officer Commanding Western Command, arrangements were being made for the supply of an Army mobile field kitchen.

My friend replied that if such a contrivance were in fact delivered he would have it photographed going down the shelter steps and the photograph published in the Press. This threat secured him the kettle.—*Mr. W. H. Powell, A.R.P. Controller of N.A.A.F.I., in an address to the Institute of Civil Defence.*

Enter His Worship

A schoolgirl, describing a meeting of Fulham Council, said: "Everyone stood up when a funny man with a chain round his neck came in." — *Evening News.*

Music

Stately virtuosos in a starched string sextette
Rendering a concert for the Ladies' Aid
With the air full of nocturne,
Prelude, rondeau,
Fugue sonatina and serenade.

Sweaty bunch of cats in a low-down swing band,
Jamming for the ickies in a deep, dark dive,
With the air full of grunt-iron,
Gut-bucket, screwball,
Boogié-woogie, barrel-house and red-hot jive.
—"Saturday Evening Post."

Justice

There was once a Scottish judge who said to the prisoner before him: "Your defence is pairfact, mon, but you'll be nane the waur for a guid hangin'!"

Russian Folk Song

Hush, Little Father, do not cry,
Ivan will throttle you by-and-by.

Brevities

In time of war, the first casualty is truth.

The chances are about ten to one that the person who slaps you on the back is trying to make you cough up something.

He usually hits the nail squarely on the thumb.

Her soul is as thickly rouged as her face.

Praise

"He's ever such a nice man and not a bit stuck-up. He's really more like a butcher than a doctor."

Marriage

The trouble with marriage is that, while every woman is at heart a mother, every man is at heart a bachelor.—*E. V. Lucas.*

Stock Exchange Carol

Noel, Noel, Noel, Noel!
Sing jolly men, who buy and sell,
For Trans. Rhd. Corp. (ex-bonus) Tea
Has risen again to 93.

High over all a voice is heard
"Lord Funck is buying Tin Preferred."
Loud chaunts th' angelic syndicate,
"Sell out, sell out at 48."
—*J. B. Morton.*

Wisecrack

Lord Morris had a real hatred of Gladstone. When the great Prime Minister was mentioned as a heaven-born statesman, the Irish Chief Justice exclaimed: "And may it be a long time again before Heaven is in an interesting condition"!

Horrible Thought

There is a story about two waiters passing each other at the service door. One, showing his mate an empty plate, remarked: "He's eaten it!" There is no limit to the Awful Possibilities behind this story.
—*James Agate.*

The Italian Campaign

As it is, each ditch has to be stormed—a 550 miles steeplechase with each fence a river or a ravine. In such a campaign, what you want is an army of bullet-proof kangaroos.
—*Major-General J. F. C. Fuller.*

Farmer's Plight

"An early winter is always possible," says a country correspondent. We hear of a particularly energetic farmer who has already dug himself out of a drift of forms with which he was snowed under by the Ministry of Agriculture.—*Punch.*

AT RANDOM

By "Hyperion"

Clerihew

Sir William Beveridge
Has a brain above the Beveridge.
His scheme pleases Hulton—
But the Bill goes to Woolton.

For Goldfish Fanciers

From my files comes this little household hint on how to tell whether your goldfish is a boy or girl:

To the water in the goldfish bowl add one-half ounce of sulphuric acid. If he comes floating to the top, he is a boy; and if she comes floating to the top, she is a girl.
—*Columbia Jester, New York.*

The Modern Child

Although he was only three,
John James Flipperty Flopperty said to his mother, said he,
"You may be a wow
At a party. And how!
You're a pain in the neck to me."
—Nathaniel Gubbins, in a parody of A. A. Milne.

Happy Days

"I hear your husband was trying for a job in Whitehall. What is he doing now?"

"Nothing. He got the job."

Cry from a Maidless Household:

"If you make your own bed, you certainly can't lie on it."

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"Branching Out" Pays in Scotland

By J. M. Weir, Joint Town Chamberlain, Stirling, and first President, Stirling Burgh branch.

WE were a happy family in the Stirling and district branch, despite the fact that our membership of 296 was scattered over three counties, involving the officers of 13 separate local authorities. Executive committee meetings were sometimes difficult to arrange, branch meetings even more so, and war conditions did not make things easier. But the meetings were well worth the trouble. The branch president was a burgh member and the secretary and treasurer a county member. Each officer enjoyed comparing notes with his opposite number in neighbouring authorities, and we had a deep-rooted and active enthusiasm for N A L G O and all it stands for.

It was into this atmosphere that there came the suggestion from Mr. Procktor, acting divisional secretary for Scotland, that Stirling burgh should form its own branch.

The matter was discussed at an executive meeting of the parent branch, and while members did not relish the idea, they agreed that it was for Stirling burgh members to decide.

A meeting of burgh members was called, at which it was unanimously decided to form our own branch from November 1, 1943. The new president, vice president, and the ancillaries correspondent were men, but we set what I imagine is a precedent for Scotland by electing a woman secretary and a woman treasurer (it is not so long ago since Miss Gaywood visited Stirling !). Members of the executive committee were elected on a departmental basis, with an almost equal division of the sexes, and one "temporary" was elected to represent all temporary officers. Forms of mandate authorising the town chamberlain to deduct subscriptions and B. and O. contributions from salaries were issued to all members at home and every one was returned signed. A women's committee and a social committee were formed

Following Stirling's lead, Clackmannan county has also formed its own branch, and the three branches have arranged to maintain contact on matters of mutual interest by means of a co-ordinating committee, to which each will send four representatives. The Falkirk burgh branch is also to be invited to send representatives to this committee.

What has the "branching-out" meant to Stirling burgh members ? Almost overnight, N A L G O became of intimate interest to the staff of Stirling town council and—thanks to great efforts by the new office-bearers—membership jumped from 72 to 105 (100 per cent), of whom 32 are serving with H.M. Forces. We now send two representatives to the Scottish district committee, where formerly we had no more than the chance of a Stirling burgh member being elected on his merits, and similarly we may also send two representatives to Conference. Since there are now no travel difficulties, there are more meetings, and there is more enthusiasm. The feeling of remoteness sometimes experienced by the rank and file member of a county branch has gone, and there is also greater concentration of effort.

"This is all very well for Stirling burgh and Clackmannan county," some may ask, "but what has happened to the remainder of the Stirling and district branch (now known as the Stirlingshire branch) ?" There, I am told, the loss of about 100 members acted as a spur to the enthusiasts who remained and, while the Stirlingshire branch has not yet reached 100 per cent membership, there is already a gratifying increase which, it is hoped, is only a portent of things to come. There is now more homogeneity, although the branch still includes members from almost all the small burghs, and it is hoped that, despite all the difficulties that beset a county branch in war-time, there will be a quickening of interest.

LAST MONTH IN SCOTLAND

- Membership target of 10,000 for 1943 has been reached. Target for 1944 is 12,000 members and 50 branches. . . .
- During the year, Airdrie, Angus, and Sutherland branches doubled their membership and fine progress was made in Argyle, Kirkcaldy, Lanarkshire, and Renfrewshire. . . .
- Glasgow branch, with nearly 700 nurse members, has set up a special nurses' committee composed of representatives from each of the principal corporation hospitals, with Sister M. C. Bell as chairman, and is already organising a petition to the Board of Trade on clothing coupons. . . .
- The Scottish Nurses' Salaries Committee is about to issue its third report. At the last meeting, Alan Procktor, N A L G O representative, strongly supported a resolution from the women's services sub-committee expressing disappointment at the lower scales recommended for Scotland compared with those of the English Rushcliffe committee. . . .
- In the first individual salary appeal to be heard by the joint industrial council, N A L G O secured an increase of £30 p.a. by two annual increments for an employee of Darvel Burgh.

A Woman Looks at Scottish District Committee

By Joan Ferguson

FEW new faces were to be seen at the annual general meeting of the Scottish district committee in Glasgow on December 18. There are now eleven women delegates—an improvement, but still far fewer than their membership warrants ; were they playing the active part in the N A L G O affairs one would like to see. Though still fairly new to the district committee, they should now be more prominent on the executive and sub-committees. This year, the meeting decided to re-elect last year's sub-committees *en bloc*, taking nominations only for the one or two vacancies on each sub-committee. This is clearly not the way to introduce that "new blood" which all agree (in public at least) to be desirable. Elections did take place for the executive and the joint industrial council representatives—but one was not convinced that the delegates always wanted the best candidates. Undercurrents of territorial rivalry could be sensed.

The promise of better things to come lay in the unanimous acceptance of a proposal by the Fife branch that, in addition to the constitutional representatives, one visiting member from each branch be allowed to attend the district committee, though without vote or voice. Since these members are to be chosen in turn from people who have never previously attended a district meeting, this should do much to stimulate interest.

Motions for Conference

Dissatisfaction was expressed that this was apparently the latest meeting at which the district committee could consider motions for Conference ; practical difficulties (mainly financial) prevent another meeting before March 1, the closing date for Conference motions ; the committee this year empowered the executive to consider motions from branches and, if it approved them, to put them forward in the committee's name. While this is not an entirely satisfactory solution, the matter has been aired and perhaps, as a result, more will be heard of the Scottish district at this year's Conference.

T.U.C. Affiliation

On this, the meeting took the view that, since the branches had expressed their opinions, there was nothing more to be said, and the secretary was asked to send the summary of branch replies to Headquarters. This showed seven branches, with roughly 880 members, against affiliation ; ten, with 3,570 members in favour of deferring consideration until the end of the war ; and seven, with 4,160 members, for affiliation.

Women's Cost of Living Bonus

The women's committee tabled a resolution calling for a much firmer attitude with the employers' side of the J.I.C. on equality of bonus for women, "if necessary to the extent of taking the matter to arbitration." The women argued that equality was N A L G O policy, and that the time had come to obtain it. The resolution was approved, with the reservation that it could be a recommendation only, not an instruction, and Mr. Procktor, the acting divisional secretary, pointed out that arbitration would not necessarily give the desired result, since the National Arbitration Tribunal was a Government-appointed body and equality between men and women was not yet Government policy. Mr. Procktor reported that the staff side was applying for the bonus to be brought into line with the recent civil service award, with the exception that they were pressing for 19s.—for men and women alike—without the ceiling of £850.

National Scales

Mr. Procktor also reported that the J.I.C. had now agreed on the grouping of authorities as the basis for national salary scales, and the employers' side had made its first offer in four years' negotiation—but this was so small that it had been rejected unanimously. If something much better was not forthcoming at the next meeting in January, he felt that the matter would have to go to Arbitration.

More District Views on Affiliation to T.U.C.

THREE more district committees had sent to Headquarters their decisions on T.U.C. affiliation at the time of going to press. They are :

Southern—No action should be taken on present ballot and no further action until Conference has decided the place of a ballot in the counsels and constitution of the Association.

South Eastern—Motions suggesting (a) affiliation, and (b) adherence to a previous resolution to accept result of the ballot were both rejected.

The **Metropolitan** district decided that, since Branches had submitted their views, it had no comment to make.

The "special effort" in the **Southern** district for the Benevolent and Orphan Fund is proving so successful that the collection for the year is expected to break all records. The women's committee is doing well, and its report calls for equality with men, disapproves of compulsory overtime in all departments, and asks for better relations with the public.

Good work for the B. & O. Fund was also reported at the annual meeting of the **Eastern** district committee, at which district cups were awarded : the Norwich Cup to Braintree (average subscription £1 5s. 3d.), the Southend-on-Sea Cup to Clacton (18s. 1d.), the Norfolk Cup to Colchester (6s. 1d.).

Before the meeting began, the members stood in silence as a mark of respect tot he late Sergeant-Pilot R. Bacon, son of the district secretary.

Increased membership, extension of Whitleyism, and widespread improvement of salary and grading schemes were reported to the annual meeting of the **South-Western** district.

New Organiser for S.E.

ALAN PROCKTOR, divisional secretary for Scotland for the past year, has been transferred to the South Eastern district where a new office is to be opened at Maidstone this month. He is being succeeded n Scotland by JOHN L. ROBSON, one of the three new organisers appointed last year and formerly branch secretary at Birkenhead.

It's pukka gen

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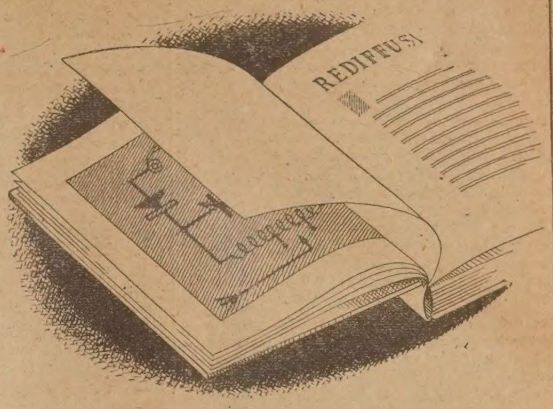

Opening of Chapter iii

25 years ago we touched with reverent fingers those curious boxes bristling with valves, coils and crystals, studded with dials and switches, linked up with dry cells and wet cells. Twice daily they would produce (if we were lucky) the magical voice of Savoy Hill in the headphones, "hello, everybody . . . . . this is 2 L.O. . . . "

That was wireless in the George Stevenson stage: "brutal but it worked." Then science began to simplify and streamline. Valves went out of sight; coils disappeared from view; batteries no longer cumbered the carpet; headphones became a museum piece. Tuning reduced itself to the niceties of three knobs . . . . two knobs . . . . *one* knob. Reception had civilised itself. There was still a next step. The same programme still didn't necessarily sound the same way in two different towns — or even in two neighbouring houses. It was still at the mercy of local conditions and individual apparatus. It might be pretty good or terribly bad.

Wired broadcasting opens Chapter iii. Rediffusion replaces aerial and receiver by direct line reception and a switch in the wall—just like the light switch. News and entertainment of unvarying quality can be laid on at will to any subscribing home in the area—just like the telephone service. Good reception is standardised as well as good transmission.

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SALARIES AND SERVICE CONDITIONS

NORTH WESTERN AND NORTH WALES

The provincial council appeals' committee has allowed appeals by a number of officers against the action of a local authority in mutilating a grading scheme prepared by the provincial council at the authority's request.

Officers of **Nantwich R.D.C.**, who are members of the Crewe and district branch, have applied to form their own branch.

On disputes taken by NALGO, the National Arbitration Tribunal has ordered **Littleborough U.D., Wardle U.D.** and **Bury C.B.** to supplement the pay of their officers on war service in accordance with the "Bolton" terms from January 1, 1940, December 1, 1942, and January 1, 1940, respectively. In similar disputes, **Sale B., Padiham U.D., Crompton U.D., Royton U.D., Hyde B.**, and **Worsley U.D.**, have negotiated settlements with NALGO on favourable terms.

Oldham C.B. has raised the "ceiling" for war service payments from £300 to £500.

The Industrial Court has granted a claim by NALGO for payment of the Whitley bonus award to four officers of **Dukinfield B.** The council had claimed that these officers were appointed at an inclusive salary.

NORTH EASTERN

Durham C.C. has adopted, with effect from January 1, the following scales of salaries for permanent women officers and temporary officers :

Permanent Women Officers—Grade D : £255+15—£300 ; Grade E : £310+15—£355 ; Grade F : £365+15—£440 ; plus long service increments for Grade D officers of £10 after 15 years' service and £15 after 20 years' service. (The previous scales for graded women officers had a maximum of £250 p.a.)

Temporary Officers—Men : A. and B. : £50 (under 16) ; £60 (at 16)+10(3)+12½(7)—£187 (at 26) ; after one year on maximum £197½+12½—£235 ; C : £240+15—£300 ; D : £310+15—£355 ; E : £360+15—£420 ; F : £425+25—£500. **Women :** A and B : £50 (under 16) ; £60 (at 16)+10—£160 (at 26)+10 after two years on maximum ; C : £180+15—£240 ; D : £245+15—£290 ; E : £295+15—£340 ; F : £345+25—£420.

Blaydon U.D. has granted an application from the Association for the transfer of the deputy financial officer to Grade D—£315+15—£360.

Redcar B. has adopted, from December 1, 1943, provincial council salary scales Grades A, B, C(1), C and D (men) and Grades A, B and C (women).

SOUTHERN

Bournemouth C.B. has agreed to establish a staff joint committee, with the constitution recommended by the South Midlands provincial council.

Fleet U.D. has become a constituent member of the South Midlands provincial council and has adopted the scales and bonus.

SOUTH WESTERN

Devon C.C. has adopted improved salary scales to operate from April 1, 1944 :

General grade I : £70 (at 16)+15—£130 (at 20).
General grade II : £160 (at 21)+15—£205 (at 24)
General grade III : £220 (at 25)+15—£265 (at 28).
General grade IV : £270+15—£315.
Promotion to Grades II and III is subject to satisfactory reports by heads of departments.
Professional, technical, and administrative :
Gde. A : £270+15—£315. Gde. D : £450+20—£510.
Gde. B : £330+15—£375. Gde. E : £530+20—£590.
Gde. C : £390+15—£435. Gde. F : £610+20—£650.

Wilts C.C. has adopted improved scales and grading :
Grade 1 : £60 and £90 at ages 16—18 at discretion of head of dept. ; £105 (at 19)+15—£210 (at 26).
Grade 2 : £225+15—£300.
Grade 3 : £300+15 (4)+20 (2)—£400.
Grade 4 : £450+25—£550.
Divisional surveyors : £450+25—£600.
Surveyors, architects and technical assistants : Grade 1 : £400+15—£500 ; Grade 2 : £300+15—£400 ; Grade 3 : £150+15—£300.
Assistant education officers : £400+25—£600.
School attendance officers : £225+15—£300.
Relieving officers : £280+15—£380 ; £330+15—£430.
Divisional weights and measures inspectors : £400+15—£450 ; £300+15—£400.
And other grades, including deputies and heads of departments.

Weston-super-Mare B. has adopted a sickness scheme providing for six months' full pay less N.H.I.

Camborne-Redruth U.D. has adopted a grading scheme prepared by the provincial council.

Burnham-on-Sea U.D., Wincanton R.D. and Cirencester U.D. have become constituent members of the provincial council and have adopted the scales and grading scheme.

Gloucester C.B. extended office hours to 45¾ with provincial council rate of payment to 45¾ hours. It has now decided to reduce hours to 39 with payment for authorised overtime above 39.

SOUTH WALES & MONMOUTHSHIRE

Ebbw Vale U.D. has adopted the model grading scheme of the South Wales provincial council in addition to granting improved grading, following representations, in a few cases.

Llantrissant R.D. has agreed to secure a model grading scheme from the South Wales Provincial Council.

Port Talbot B., Pontypridd U.D., Brecknock R.D. and Crickhowell R.D. have agreed to accept the principle of 60ths for non-contributory service.

Cost of Living Unchanged

The Ministry of Labour cost of living index stood unchanged last month at 199, representing an increase of 28.3 per cent since the outbreak of war.

NALGO Headquarters

Correspondence for NALGO Headquarters (all departments) should be addressed to the **General Secretary, NALGO, 24, Abingdon Street, London, S.W.1** (Telegrams NATASSOC, Parl., London; Telephone WHitehall 9351).

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